

HOW TO HELP LORD KITCHENER



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The Standard.
HOW TO HELP SERIES

PREFACE

It would, of course, be an easy task to fill the whole of this little volume with reasons why every citizen of these islands, every subject of King George, should endeavour to help Lord Kitchener: the man entrusted by the nation with the onerous task of conducting its defence during the gravest crisis Britain has ever faced.

To do so, to appeal to the British public at such a time to recognise the desirability of helping Lord Kitchener, would, however, be something of an insult to the intelligence and the patriotism of our people. To put the matter very plainly, if there are any responsible people in Great Britain who do not already wish to help Lord Kitchener in any way they can, we have no time or inclination to deal with them just now. Their attention is not invited as readers of this little volume.

These pages are addressed, with all respect, in all good fellowship, to that great mass of the King's subjects, of both sexes, who, whilst they are unable to serve their country as soldiers, are yet sincerely anxious to render any service

of which they are capable in their country's hour of need.

From the very hour in which Germany forced war upon this country, the question: "How can I help?" began to be asked, in one form or another, by the great majority of the King's subjects who were not eligible for the fighting line. The anxious, eager, patriotic appeal gained hourly in force and volume. Every existing patriotic organization was besieged with enquiries. New organizations sprang into being in every part of the country. Suggestions poured in upon every newspaper, and filled the mail-bags of the different authorities. As was inevitable, many of the suggestions, many of the offers, were of a wildly impracticable nature. Some, had they been encouraged, would have been actively harmful to the cause which everyone desired to serve. We have never been a nation in arms; we have never had a national Army. As a people, we have had no training for war. Inevitably, then, our anxiety to help, admirable though it might be, could not readily be translated into a national asset.

It is common knowledge now that the great wave of voluntary effort was not without its embarrassing side for the authorities responsible for our national organization, administration, and defence. And yet, these same authorities were far too wise to overlook the potential value,

the rational importance, of all this unorganized, diffuse mass of civilian patriotism. Well they knew that it was not a factor which any government could afford to discourage. But the existing machinery called in this crisis for all the concentrated attention of the authorities and experts. How then might this flood tide of voluntary effort be utilized? How best might its discouragement and waste be avoided? All over the country newspapers and societies opened enquiry bureaux, and sincerely endeavoured to solve this problem.

Then *The Standard* newspaper stepped into the breach with a solution, the simplicity and the absolutely practical nature of which commended it at once alike to the authorities and to the general public.

In effect *The Standard* and the *Evening Standard* and *St. James's Gazette* said to their readers: The man entrusted with the great task of directing the military defence forces of the country is obviously the man whom every one most desires to help. He is perhaps the most intensely occupied man in England to-day. Clearly then, we cannot help him by asking him to authorise new organizations, to adapt the machinery under his control to this and that forms of new departures, however admirable these might be. Admittedly, he knows best what the country's greatest and most immediate need

is. Knowing that, he himself has issued his appeal to the nation. What is that appeal? He asks for able-bodied men of a certain age for the New Army, called into being by the nation's needs, under his direction. This, then, is the nation's greatest need: Recruits for Lord Kitchener's New Army.

The best way to help England is to help Lord Kitchener. The best way to help Lord Kitchener is to give him what he asks for, with the minimum of delay, with the minimum of fuss, and, above all, without taxing his over-burdened time and energy with suggestions of new organizations. Thus then, our duty is very clear. Those of us who are eligible for the New Army must promptly offer ourselves for enlistment. Those of us who are not eligible—men and women, alike—must concentrate upon the task of shepherding those who are eligible into the fold. Let us cease asking how we can help, and begin actually to help, by speeding up the supply of that which Lord Kitchener needs: Recruits.

But, even here, said those responsible for the conduct of *The Standard*, it is unwise to act without the direct sanction and approval of the man we want to help. Accordingly, the matter was placed before our great Secretary of State for War. His sanction and approval were promptly given: The Standard Recruiters came into being, and, within twelve hours of that time,

were at work from the Highlands to the Solent.

Every day since, the scope and the volume of the work of The Standard Recruiters has grown. Already it includes the efforts of readers of all newspapers, members of all classes and parties ; it has become a national movement. Of the beginnings of that national movement this little book furnishes some record. Its other purpose is to furnish a practical guide for all Standard Recruiters ; for all, without exception, in every part of the country, who desire to help Lord Kitchener and our beloved country. It is necessarily very imperfect, very far from being truly comprehensive. All such faults and failings will, it is hoped, be freely forgiven by virtue of the book's aim and purport : the service of England.

“ Take and break us : we are yours,
England, my own !
Life is good and joy runs high
Between English earth and sky :
Death is death ; but we shall die
To the Song on your bugle blown,
England——
To the stars on your bugles blown ! ”

A. J. DAWSON.

London, *September*, 1914.

HOW TO HELP LORD KITCHENER

CHAPTER I

HOW CAN I HELP ?

By way of attaining common ground upon which all who read these lines may meet, it will be as well to assume certain points, and set these forth, clearly. Thus, it is assumed that all who open this book desire to serve their country in her hour of need, up to the limits of their capacity.

It is assumed that the first and best way of serving one's country in such a crisis as that in which we now find ourselves is by means of enlistment in the New Army.

That method of service, however, is open only to the men we call eligible ; that is to men between certain ages, of a certain specified physical standard.

There remain, in a community like ours, a vast number of good and patriotic citizens who, by reason of their age, or other unalterable disqualifications, are not eligible for enlistment in

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any branch whatever of our defence forces. This category includes all women ; and among women may be found some of the most truly patriotic of King George's subjects.

Directly the state of war began schemes were set afoot in every part of the country for the utilization in a thousand different ways of all this patriotic energy ; of the services of all those not qualified to enlist. Within a week or two very many of these schemes had fallen to the ground. But the survivors represented an embarrassment to many would-be volunteer workers, by reason of their numbers and variety. Intelligent observers saw at once the many dangers of diffuseness, of overlapping, of duplication, and of a multiplicity of disconnected and uncoordinated voluntary organizations. The War Office was obliged to declare plainly its disapproval of unauthorized organizations for the drilling and training of men ; and this declaration caused much heart-burning, and disappointment in many quarters.

A single instance may be given of the many factors which produced that official declaration. A landowner engaged the services of a drill sergeant and arranged for the regular drilling every evening of all his estate employees. An excellent step, no doubt, for times of peace ; and one in which we may be sure the landowner was actuated by the highest possible motives in

this present time of war. But, of his employees, perhaps one-half were men eligible for enlistment. Having done their drill each evening, those men felt that they had done their duty to the country, and nothing further could reasonably be expected of them. And yet, in the face of real national crisis, of what precise benefit to the nation would be the nightly drilling of those men ? It might help to fit them for service in the years to come. True. But the nation's need of them and their like is immediate and pressing. They are wanted without a single moment's delay, to undergo that systematic training which alone can qualify even the best of men to serve with an Army in time of war. Anything which tended to hinder their clear recognition of this state of things, and their consequent enlistment, was a danger to the nation.

Instances might easily be multiplied ; but there is no need. The whole community has probably recognized now the wisdom, and indeed the inevitability of Lord Kitchener's attitude in this matter. The thought of invasion was, and is, in the minds of many. But it must be remembered that, in such an event, all unenlisted men found bearing arms would be liable to that kind of brutally summary treatment by the enemy which it is not fair to ask any citizen to face.

Thus it speedily became clear to all that the

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patriot's duty at this time was not to make attempts to devise new machinery for national defence ; but, rather, to strain every nerve to assist our chosen leaders and experts to make the utmost possible use of the machinery we have. Thus, having first admitted that the prime duty of all who are qualified is to respond at once to Lord Kitchener's appeal for recruits ; we arrive naturally at the conclusion that the first and most obvious duty of all who are not themselves qualified to enlist, is to help bring forward those who are qualified.

The need expressed in Lord Kitchener's appeal to the nation for recruits for the New Army is admittedly the nation's first, most urgent need. That need, that appeal, was for an immense acceleration in the normal rate of recruiting ; and we admit that it is the nation's most urgent and immediate need. The standing machinery of the country for obtaining recruits is designed to furnish some thirty thousand men each year. Faced with the immediate need of fully that number in each week, obviously an enormous extension of that machinery was indicated. Here then, clearly, was the answer to the persistent question of the patriotic citizen of either sex, who was not qualified to enlist. The question was : " How can I help ? " The answer was, and is : Recruit ! Recruit ! Recruit !

The first appeal for voluntary recruiters

appeared in *The Standard* on⁷ August 24th and was as follows:—

It is with the express sanction and approval of Field Marshal Earl Kitchener, His Majesty's Secretary of State for War, that we address this message to all readers of *The Standard*.

“ How can I help ? ”

It is probable that never before in the modern history of these islands has this question been asked, so meaningly, or so earnestly, by the members of the big general public, as it has been asked during the past two weeks. We never have been a nation in arms. As a people we are not organized for military defence. And, as a consequence, many thousands of our people have found as yet no answer to this question. Or, if they have adopted and acted upon any particular formula of reply, they may by this time have found reason to doubt its practical wisdom, or its adequacy.

All recognize their obvious duty to contribute, so far as they are able, to the Prince of Wales's National Fund for the relief of distress. There are other perfectly obvious ways in which the good citizen naturally does his best at such a time to mitigate so far as he is able the effects of national stress. But this is not enough. The civilian patriot feels strongly the desire to render direct service of some kind to his King and country.

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It goes without saying that the Sovereign and his advisers, that all right-minded men, in fact, welcome this universal desire on the part of British subjects to serve. The authorities are naturally and properly anxious that there should be no discouragement of this fine spirit of voluntary patriotic effort. But it has to be admitted that, left to choose its own channels, voluntary effort is apt to produce confusion, and even to put obstacles in the path of our trusted leaders, at a time when, of all things, our desire is to clear the way before them in order that the nation may reap the utmost benefit from their skilled efforts.

Later on, it may be that the public may be called upon to render services of one sort and another along new lines, outside the scope of our existing official organizations. That time has not yet come. To-day, one need transcends all others. It is the complete use and equipment of our existing official organization for national defence. This one transcending need has been epitomized by the great war organizer who directs His Majesty's War Office, in the stirring words :

"YOUR KING AND COUNTRY NEED YOU."

To suppose that those words convey no appeal to any of our fellow subjects except those so endowed with youth and physical fitness as to be able to enlist, is to miss their spirit, and comprehend the letter of them but narrowly and ill.

The question : " How can I help ? " as asked by British men or women not qualified to enlist, is one that need not be asked any more. Here is the answer to it, open to all.

Go at once to the nearest Recruiting Station. (The list of these can be obtained from any Post Office.) Obtain printed particulars of the conditions of service in Lord Kitchener's New Army. Acquaint yourself fully and thoroughly with those conditions. Set to work then, quietly, discreetly, unobtrusively, in your own locality, to induce eligible young men to offer themselves for enlistment.

Where you fail to bring a clearly eligible young man to the point of actual enlistment, having done your best, get particulars from him of his age, name, address, occupation, etc., and give these to a recruiting sergeant.

Arrogate to yourself no special rights or privileges. Go modestly, as one seeking another's help. For, remember, that is the position. Have your message very clearly in your mind. You cannot do the enlisting. Short of that, do everything you possibly can for each eligible young man you approach in this vital matter. Furnish him with all the needed information as to conditions, and be sure your information is strictly accurate and official. Do not only tell him where the recruiting station is, but offer to

take him to it. Pay his fare, if fares are needed. Bear him company, if that be practicable. Let him feel your proper consciousness of the fact that if he does himself honour by responding to his country's call, as he undoubtedly does, he also earns, thereby your respect and gratitude, and that of all right-thinking men and women in every walk of life.

In all your comings and goings in this matter, order yourself with scrupulous discretion ; seeking always the guidance and advice of officials and those in authority, and following that exactly, without deviation. There must be no free lances in England, to-day ; but only helpful, disciplined, well-ordered members of a great Commonwealth. All for the State and nothing for one's self, should be the motto of each one of us.

If every reader of these pages, man and woman, according to his or her own capacity will proceed at once, without fluster, quietly and thoroughly, to give all their spare time to this task, the result will be the rendering of an immense service to the State.

Understanding of this simple but vitally important message, will bring an absolute end for the time being to all anxious questionings ; to all that kind of unmapped diffusion of voluntary effort which makes for wastage and confusion. The nation's need at the moment is for recruits eligible for the New Army. Let every reader

concentrate his energies upon the satisfaction of that need, now ; and we may be sure that, under Providence, the future will bring its own new methods to cope with its own new needs. The present need is plain, outstanding. Let us all see to it.

CHAPTER II

“TRUST THE EXPERT”

Following upon the first appeal, came a special article headed “Trust the Expert,” the gist of which is given in this chapter.

No understanding observer can doubt for a moment the real and ardent patriotism of the great mass of the civilian public of these islands. The Declaration of War swept away all sectional differences in an hour, leaving only united desire to help our national ends, and those of our brave Allies.

“I am not eligible for enlistment in Kitchener’s New Army or any other regular force, but I am most anxious to do anything I can to help.” Almost those identical words have been used by practically the entire civilian manhood of the country since the Declaration ; and they have been spoken in all sincerity. No, there is no doubt about the patriotism of the people. If

there is a flaw in it, it is the quality of impatience—one of the qualities of its virtue. The flaw is due, not to any want of heart, but only to lack of technical knowledge.

Ours is a highly trained, very efficient professional Army. As a nation, we have no military training. Consequently, as a people, we are without the technical knowledge required, at such a time as this, to turn our desire for service to immediate practical account. As a natural result, comes impatience, and a certain amount of discouragement among those offering voluntary service.

Now that is all wrong. The essence of true patriotism is steadfastness. Each man should think this thing out carefully for himself; and each woman, too. If this be done, in all modest sincerity, all will realize that, whatever else comes, no discouragement, nothing approaching to peevishness must ever be indulged in by the patriot. In times of peace the nation has chosen its methods of defence. National crisis is no time for throwing any methods into the melting pot; nor even for criticism of them. It is the time for making the very best of the methods and machinery we have.

Now the business of making war, whether defensive, as ours is, or offensive, is one of the most complex and highly technical businesses in the world. Our British war machine is a highly complicated and delicate instrument, the correct

and successful handling of which requires consummate knowledge and the skill born of long training. This wonderful machine is, of course, in the hands of the most able and experienced experts in the country. At such a time as the present, the tending of it calls for every ounce of skill and strength which these highly trained experts possess.

We can accomplish nothing without the machine. Only trained experts can work the machine. We volunteers, would-be helpers, are not experts. We should damage the machine if we touched it. We should embarrass those who control it if we started setting up other little machines on our own account. You are requested not to speak to the man at the wheel. You cannot help the man who is guiding a complex piece of machinery, by plucking at his sleeve and offering amateur suggestions. But you may easily hinder and harass him in that way.

Well, then, you say, here indeed is food for real discouragement.

It is nothing of the kind. And even if it were, it would not, of course, be excuse for petulance or sulkiness. But it is not really ground for discouragement.

It is only a question, for us, of comprehending our limitations, and then, cheerfully, quietly, thoroughly, setting to work to do our very best for our country—*within those definite limitations.*

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The first rule the would-be voluntary worker, the intelligent patriot, should lay down for himself is that we want no new machines. This is not the time for the calm consideration of proposed new methods. This is, above all else, the time for loyal and unswerving confidence in our leaders, and enabling them to make the best possible use of existing methods and the machinery we have. Therefore, whatever you may think, in the privacy of your own mind, waste no time over criticism, and make no claims on the precious time of the experts by demanding consideration for suggestions of new methods and new machinery. All that must come after the war.

Meantime, the machine wants food.

The finest war machine in the world is of no avail lacking adequate man-power in sufficient quantities. Adequate man-power, mark you. That is, the particular kind of man-power it is designed to utilize, and no other kind. Other kinds of man-power, other kinds of machines; and he is no friend of Britain who suggests any swapping of horses while we cross the stream of Armageddon.

We have not got a machine for consuming the products, for example, of universal military training. Any attempt at this stage to feed our machine with any enthusiastically prepared mixtures of town guards, civil guards, and office men who have given a few evenings to drill of their

own devising, must infallibly throw the cogs out of mesh, and, possibly, smash the machine ; certainly, hinder its working. If you feed a Rolls Royce engine with sewing machine oil you will have trouble ; excellent though your engine is. And Britain cannot afford trouble with its engine, just now.

But, make no mistake about it, good would-be voluntary helper, you have no real ground for discouragement. There is vitally important work waiting for you to do. You are the man to do it ; nobody better. And this is the time to do it. If the official of any organization, or anybody else tells you the time is not ripe for your work, you may safely write him down a misguided ass—or something more polite, for choice. The time is ripe and over-ripe for this work of yours. All the real authorities will welcome it ; especially if you do not waste their time by asking them to say anything about it. There is but one stipulation, but one vital condition which you need to remember ; and that is that, to be of real service, you must contrive to do this work exclusively along the recognised channels ; the channels specially devised for the feeding of our machine. Your own particular method will not do just now ; not though it has all the attributes of real genius. You must use only the ways designed for our own machine. Otherwise, you will produce friction ; and friction is disastrous to a highly delicate and complex machine.

The work waiting for you is recruiting for the recruiting officers of the Forces of the Crown.

It sounds simple ; and it is fairly simple ; if you tackle it simply. But, mind, there must be no departures from the set channels specially designed for our machine.

You may not become a recruiting officer. You may not, with profit to your country, organize special brands of recruits, other than those required by our own machine. You see the point, of course. There must be no confusion, no wastage.

We have our trained experts in recruiting, as in every other branch of military service. The machine's food must continue to pass through the hands of those experts. Any attempt on your part to tackle the functions of the expert will prove only mischievous.

But, at this juncture, you can help ; you can help enormously. Think it out carefully ; determined to take no step which by any stretch of possibility can cause friction or give trouble to the experts. The end in view is plain. The nation needs the enlistment in Lord Kitchener's New Army of men between the ages of nineteen and thirty-five. Bring all your spare-time influence to bear upon the satisfaction of that need. Inform yourself exactly of the conditions of service, and the whereabouts of the nearest official recruiting station. If you can catch a local recruiting officer in a moment of leisure, seek his advice.

Observe carefully all the young men within your own circle. Try all the uses of persuasion, and legitimate verbal stimulation. When you are satisfied that a given young man is eligible, and you yourself cannot persuade him to take the actual step of enlistment, give his name and address, and other particulars to a recruiting officer.

Usurp no man's functions. Pretend to no authority. Preserve your modesty and discretion, as a maid her virtues. Never pry. Never presume. Shun, as you would poison, the attitude of the superior person. Be serious, but cheerful; grave, but no pessimist; thoroughly informed, but never didactic. Other things are open to question and discussion. This thing is certain: The King needs recruits for his Army. You will think of lots of other things, and some of them may be evidence of remarkable foresight and ability on your part. Thrust them from you remorselessly. They must come later. At present, one fact transcends all others. The King needs recruits for Lord Kitchener's second Army; “For the duration of the War.”

Inform yourself exactly, from a recruiting office, of the type of recruit required and the conditions of service. You cannot enlist men. You cannot, with benefit to your country, even suggest the smallest departure from the lines on which our machine works. Not just now. But

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you can help to influence eligible men to present themselves to the proper authorities for enlistment. You can help to influence them to decide on the step ; and then you can help them actually to take the step.

This is the task, far over-shadowing all others in importance, for the hand of the man who is not eligible himself for the Forces of the Crown, but who desires, in his spare time, to render some service to his country in her time of need.

With its first appeal for voluntary recruiters, *The Standard* published the following leading article on the subject, under the heading of " Practical Patriotism " :—

In another column will be found a definite appeal—" A clear call "—to *Standard* readers. We desire to direct the attention of all our readers to this serious claim upon their patriotism. They are invited to answer for themselves, and without delay or circumlocution, the question we have all heard upon so many lips during the past few weeks : " How can I help ? " The answer to this question, which we furnish in another column, is, we venture to say, an entirely practical one, and one which should fit the capacity of all grades of genuine enquirers. We cannot all drill and carry rifles, and if we could, our proceeding to do so at this juncture would certainly result in far more embarrassment than assistance for those responsible for the conduct of the nation's defences

and the present great war. But that is not to say that voluntary effort is not wanted, or need be discouraged. Far from that, the nation needs every spark of practical patriotism existing within its borders ; and, later on, may require it to take various different shapes.

At present one clear need outweighs all others. The King, through his Secretary of State for War, calls for the enlistment of more men to form a New Army for the duration of the war. The first call upon patriotic citizens is for the satisfaction of that immediate and vital need. Everything else must come after that. The professional or business man of forty or fifty years of age cannot offer himself. He is not of the type of man required. We have at present no machinery for his assimilation. His wives and daughters may not offer themselves. The Secretary of State asks for able-bodied young men between nineteen and thirty. But is it compatible with genuine patriotism for the rest of us to turn aside, resting content with recognition of our own personal unfitness to supply the nation's need ? Assuredly not. It is a piece of complicated business, this recruitment of hundreds of thousands of young men in a country not organized for universal military service. But it is not a piece of business which is beyond the capacity of the people of these islands. We can all assist in the prompt and satisfactory discharge of this piece of business ;

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all, from the judge upon the bench or the merchant in his office, and their wives and daughters, to the clerk and the artizan, the labourer and the maid-servant. There is not one of us but exerts some influence upon his fellows. And the appeal to our readers which we publish elsewhere indicates very plainly just how all of us may play our part. We trust that every one of our readers will do his or her individual best to respond heartily and effectively to the appeal for Standard Recruiters.

In this way, then, was begun, by the patriotic initiative of *The Standard* newspaper, a movement which has already become one of national scope and importance, as it was from the beginning one of national aims and purport.

CHAPTER III

HOW TO RECRUIT

A WEEK after the launching of the movement, *The Standard* was able to announce a very important development with regard to the work of The Standard Recruiters within the Metropolitan area ; and it may be that by the time these pages reach the public, a similar development will have taken place with regard to recruiting work

throughout the Provinces. However that may be, the fact that it was possible to publish the following statement within a week of the first appeal to *Standard* readers to help Lord Kitchener, is of itself very striking evidence of the great progress made by the movement, and of its great practical value and importance to the nation.

The statement was as follows :—

The authorities have cordially and officially recognised the value of the work accomplished by The Standard Recruiters.

To-day we are able to make an announcement of first-rate importance to all Standard Recruiters, and especially to all who reside within the wide frontiers of Greater London. The turn of Standard Recruiters in the provinces will come before long, we hope. The message to all Standard Recruiters within the area of Greater London is this :

The authorities have watched with interest and sympathy the development of The Standard Recruiters' movement, and the excellent work done by our readers.

Recognizing the great value to the nation of all such responsible and intelligent voluntary effort to help the country in its hour of need, the Recruiting Authorities for the Greater London area have decided to utilize this voluntary effort officially. *The Standard's* invitation to its readers was sanctioned by Lord Kitchener himself. The outcome of it is now—as a first step—to receive official assistance and recognition, so far as London is concerned.

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Every Standard Recruiter within the area of Greater London is now invited to apply at once to :—

The Officer in Charge,
Voluntary Assistance Department,
Recruiting Headquarters,
Great Scotland Yard.

This officer has in hand the organization of the voluntary recruiters' work for the Greater London area. At his office the fullest information may be obtained, with proper authorization for voluntary recruiting work and appointment to a definite locality and sphere of operations.

The country is, for recruiting purposes, mapped out into set divisions. Our invitation to apply to Headquarters at Great Scotland Yard applies only to residents and workers in the Metropolitan area.

Remember this, particularly, in recruiting among educated men: Lord Kitchener has wisely arranged matters so that any group of eligible young men who are united by common ties of any sort, may, if they enlist together, be drafted into one unit, and thus know in advance who will be their immediate comrades in service.

A group of fifty such men would form a unit of their own. A group of half a dozen—or even three—may, if they choose, keep together after enlistment together. This will mean much to some men.

Remember this, too: For women and children,

temporary separation from their natural protectors, the men of their households, is preferable to the risk of national defeat, and the tender mercies of the Kaiser's legions ; better, far than the risk of what Belgium's women have suffered.

Also, the man who enlists may remit to his family as much of his pay as he likes ; in addition to the substantial separation allowance, and the pledge of assistance from the Soldiers' and Sailors' Family Help Association.

The wives and the children of our defenders will not be neglected. The nation's call upon its young manhood is one which may not honourably be neglected by any eligible man. In this crisis no excuse can justify neglect by the eligible. It must be a point of honour with the eligible, now, to anticipate any form of compulsion, to render that unnecessary for the period of this great crisis.

And for the non-eligible there can be no excuse for any shirking of the duty which lies upon us all to help Lord Kitchener, by means of voluntary recruiting work.

From the letters received at *The Standard* office from its volunteer recruiters in every part of the kingdom, it was clear that at the time of this announcement many thousands of eligible men had been approached with a view to their enlistment ; and it is but reasonable to suppose that fully one thousand of these had actually enlisted.

But the call of the nation was, and is, for many more men ; and thus the importance of the step decided upon by the recruiting authorities for the Metropolitan Division was at once apparent. Supported, controlled and backed by the official organization formed at London's Recruiting Headquarters, the volunteer recruiters whose work had been started by *The Standard* naturally made great progress. An immense impetus was given to their work in the London area ; thanks to the enterprise and foresight of the Chief Recruiting Staff Officer at Headquarters. Naturally, too, the existing ranks of the volunteer recruiters were rapidly augmented by a considerable influx of new workers.

But the London area is a vast one, in point of population. More workers are needed, just as surely as more recruits are needed for the New Army. The Officer in Charge of the Voluntary Assistance Department at Great Scotland Yard has mapped the ground out carefully. To every worker is given a definite sphere of operations ; a " beat " which he is asked to work thoroughly and well.

Apart from this, there are, of course, other forms of activity for the voluntary recruiter, both in London, and throughout the country. There are recruiters' committees to be formed, meetings to be arranged, and all sorts of different kinds of stimulating appeals to be organized. Voluntary recruiters within the metropolitan area are invited

to apply in the first place to the Officer in Charge of the Voluntary Assistance Department at Great Scotland Yard. But, in London, no less than in the Provinces, the following suggestions are well worthy of close consideration by all who desire to help Lord Kitchener.

Call in your own locality a meeting of Recruiters and sympathizers, and at that meeting elect a working committee. Make the meeting a strong, stirring appeal for recruits. Have music if possible; and at its conclusion have a round-table committee meeting.

The committee should map the locality out into small, convenient separate districts, and obtain the services as recruiting workers of a chief and several assistants for each district.

These workers should be set to work at once, paying house-to-house visits, canvassing for eligible recruits, and distributing bills of particulars obtained from the Publicity Department, Great Scotland Yard, Whitehall, S.W.

Where funds permit, the Recruiters' Committee should obtain a place of meeting. In some cases patriotic residents will lend an empty shop or other room or building for this purpose. This should be placarded with Lord Kitchener's posters, and a supply of printed conditions of service kept on the premises. There are many ladies and gentlemen who will voluntarily give their services as secretaries.

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The committee should immediately get into touch with local clergymen, schoolmasters, members of Parliament, scoutmasters, recruiting officers, retired army officers, principal employers of labour, and other influential people, to enlist their support.

Frequent public meetings and outdoor gatherings should be arranged for the delivery of short stirring speeches by the best speakers in the district. Patriotic music should be rendered between addresses. Local singers of ability should give their services. Local bands should be invited to help in this way. The presence of retired officers (in uniform), and, where possible, of a recruiting sergeant should be secured. Ladies should be specially invited to speak, and to use their influence.

Every employer of labour in the district should be interviewed, and strongly urged to bring to bear his influence to secure the enlistment of all eligible young men.

It is specially important that all possible assistance and encouragement should be given to every man who shows willingness to enlist. The recruiter should undertake the care of every such case. Help the man right up to the point of actual enlistment. See that he has no expenses to bear. Let him feel the gratitude and respect of his fellow-citizens. Reproach no man ; but be generous in praise, and thanks, and

practical service, to all who respond to their country's call for the voluntary enlistment of its young manhood.

It is urged by many of the most influential and experienced supporters of this movement that every recruiter should make a systematic effort to spread abroad among those who lack it now, accurate understanding of the elementary facts of the war ; what nations are engaged, and why ; how it is that Britain and her Allies are fighting for the cause of national liberty and civilization, which would be lost for us if we failed to achieve the victory for which our brave defenders are now fighting and must go on fighting, with the vitally necessary support of a steady stream of fresh reserves.

CHAPTER III

THE CONDITIONS OF SERVICE IN LORD KITCHENER'S NEW ARMY

It may be admitted that the first qualification for a voluntary recruiter, the first essential, in the absence of which he, or she, should never attempt to start work, is the possession of complete and accurate knowledge of the actual conditions of service in Lord Kitchener's New Army.

The Recruiting Stations are all authorized to issue without charge leaflets setting forth this information. But it is surprising how large a number of people there are who know nothing of these conditions, or have only the haziest general idea of what they are. Post Offices throughout the Kingdom are supposed to supply these particulars. But it is undoubtedly a fact that many of them, in answer to applications from the public, have produced nothing but the stereotyped old leaflet dealing with Regular Army conditions which obtained before the war. Indeed, many country recruiting stations have handed out nothing more than the same document to those applying for particulars about the New Army. This is unfortunate. But, at all events, the public can obtain unlimited supplies of the New Army forms from the Recruiting Headquarters in London; and, in order that there may be no room for doubt about the conditions in the mind of anyone who reads this book, with a view to helping his country by means of voluntary recruiting work, the "Army Form B. 218 F." will be reproduced here.

This form begins with Lord Kitchener's now famous appeal to the nation: "Young Men, your Country needs you!" It proceeds with the following terse and soldier-like message, bearing the signature: "Kitchener," and reading as follows:

CONDITIONS OF SERVICE

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“ More men are urgently required for the Regular Army. They are required NOW. It is of no use sending untrained men into the field. If you want to help your country at this critical moment, you must come forward NOW, and be trained as a soldier.

“ You will not be sent to the front till you are trained and fit to take the field against the enemy. As soon as you are trained, you will be given your chance to show the stuff that is in you.

“ You are not asked to join the Army in the ordinary way, which involves service in peace time, though you will be welcome if you do so. You are only asked to serve for the War. As soon as the War is over every facility will be given you to secure your discharge, and get back to your ordinary work.”

On the back of this leaflet will be found set forth the following “ Conditions of Service,” which should be carefully studied by all voluntary recruiters :

“ If you wish to join *for the duration of the War* you must be medically fit, and satisfy the following conditions :

“ Height - 5 feet 3 inches and upwards.

“ Chest - At least 34 inches.

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“ Age - 19 to 35, except for ex-soldiers, who will be accepted up to 45, and certain selected ex-N.C.O.'s up to 50.

“ You can apply for any particular branch of the service you wish to serve in, and if otherwise suitable will be allotted to that branch. If you wish to serve in the Infantry you will, as far as possible, be given the opportunity of joining the new Regular Battalion of your County Regiment which is being raised for the War.

“ If you wish to join the Regular Army for longer than the War, there should be no difficulty provided that you are unmarried, your height and chest are as above, and your age is from 18 to 25. Or you might be accepted for the Special Reserve for 6 years if your age is 17 to 30 and height 5 feet 2 inches or over ; in the Special Reserve so long as the War lasts, you would be treated in all respects as a soldier of the Regular Forces, and after the War would only be required to perform a few weeks military training each year so long as your engagement continued.

“ But the best thing you can do is to enlist *NOW* for the duration of the War,

and you can consider the question of transferring for longer service afterwards.

“For further information apply to any Military Barrack or Recruiting Office; the addresses of the latter can be obtained from Post Offices or Labour Exchanges.

The information thus supplied is, of course, all important, for it shows what is asked of a man who wishes to enlist; it sets forth the essential qualifications. But the volunteer recruiter will find that this by no means completes the information which he, or she, must acquire before accomplishing any successful work. The prospective recruit does, naturally, want to know what qualifications are demanded, and what the conditions of service are; but he also is pretty sure to ask about the question of pay, and if he be a married man, he will want to know what the War Office will do for his wife and family. To be able to answer these questions, or to supply the information, whether or not it is asked for, the volunteer recruiter must study carefully the information given on the inner sides of “Army Form B. 218 F.”; under the head of “What the Army will do for You.” Here it is, as it appears in the leaflet:

“You are not asked to serve for the money you can make out of it, but to help your Country. At the same time it is worth

mentioning what the conditions of service are.

“The private soldier in the Infantry on joining gets 6s. 8½d. a week, clear of all expenses. In other branches of the service the pay is higher. It is also naturally higher for those who become non-commissioned officers or do special duties. For terms consult the nearest Recruiting Officer, whose address you can ascertain at any Post Office or Labour Exchange.

“Married men who join for the duration of the War are entitled, from the day of their attestation, to Separation Allowance for their wives and children over and above their pay, at the following rates:

“For the Wife, 1s. 1d. a day, or 7s. 7d. a week.

“For each child, 2d. a day, or 1s. 2d. a week.

“Those living in the London Postal Area are allowed 3s. 6d. a week extra.

“All married soldiers who are eligible for Separation Allowance are, when serving abroad, obliged to allot at least 3s. 6d. a week out of their pay to their wives, and more if they have children, and can, of course, allot still more.

“ Thus, if a man has a wife and three children, they will get as Separation Allowance 11s. 1d. a week, or 14s. 7d. in London. If he allots them 9d. a day, or 5s. 3d. a week, they will have 16s. 4d. altogether (19s. 10d. in London), and will, of course, *be free of the expense of keeping him.*

“ This is apart from any help that may be given by generous employers who, in many cases, are giving substantial assistance over and above the Separation Allowance, and also takes no account of the help that the Soldiers' and Sailors' Families Association will give to all families left in any difficulties.

“ A deduction of 1½d. a week will be made from the soldier's pay for Insurance. This will keep him in full insurance with his Approved Society till he returns to civil life, and meanwhile men enlisting need not be afraid that their wives will not get the full maternity benefit that may be due to them.

“ Men disabled on service will be entitled after discharge to benefits under the Insurance Act *in addition to* the Pension given by the War Office for partial or total disablement. This pension varies from 3s. 6d. to 24s. 6d. a week.

“ The Widows of those who die on active

service will receive, *subject to certain qualifications*, Pensions at various rates from 5s. to 10s. a week, with 1s. 6d. or 2s. a week for each child."

Among the eligible men who are approached by voluntary recruiters, some will be found who will show some inclination to take up soldiering as a calling, and in the regular way, instead of enlisting for the period of the war, in the New Army. Naturally, no discouragement should be placed in the way of such an one, though it should be borne in mind that the urgent and immediate end to be served is to secure the man's enlistment at once. But, in case he should wish to be informed regarding conditions of service in the Army, other than for the period of the war only, it is well that the voluntary recruiter should acquaint himself with these, by reference to the Army Form B. 2099.

The rates of pay on enlistment vary between 8s. 9d. per week for Infantry of the Line, to 14s. for Household Cavalry; and, after training to proficiency standard, from 12s. 3d. for Infantry of the Line, to 23s. 11d. for Sappers.

In addition to pay, all soldiers receive free rations, quarters, bedding, fuel, lighting, etc. Medical attendance, libraries, recreation rooms, gymnasias, etc., are provided; and a full kit. There are also various privileges connected with travel while on furlough, and the like, which are

open to all soldiers. It is as well that the voluntary recruiter should inform himself, or herself, upon all these matters; although, broadly speaking, the work of volunteer recruiters is to provide recruits for Lord Kitchener's New Army, for the term of the war.

A point to be borne in mind by the recruiter, because it is one which cannot fail to appeal very strongly to a man of any spirit, is that every soldier has very many more opportunities of obtaining promotion, and of distinguishing himself during war time, while on active service, than can fall to the lot of even the best of men in time of peace. During the South African war many a man went all the way from a private's rank to that of a commissioned officer; and many more, of course, to the most profitable and honourable of the non-commissioned ranks. Such opportunities will be very numerous during so tremendous a war as the present one.

It will be seen that, to take the case of a London recruit who has a wife and three children, his family, apart from his own pay and maintenance in the Army, draws something in the close neighbourhood of a pound a week. For very many working men, this means that enlistment would certainly involve no monetary loss. These points deserve every consideration, as does also the fact that the Soldiers' and Sailors' Families Association is pledged to render help to all

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families who need it. But whilst these practical points are not to be lost sight of, the fact remains that the recruiter's main appeal should be based upon patriotism and the duty of every eligible citizen to his country, and his own self-respect. "Your King and Country need You!" That is the gist of the appeal; and, given real understanding of the circumstances in which it is made, it is one that cannot lightly be set aside by any self-respecting Briton.

CHAPTER IV

HAVING arrived at the point of admitting without further discussion that the first and most important duty of those not eligible for enlistment, who wish to help their country, is to help Lord Kitchener—that is, to help the Army, by furnishing for it the material it needs—it is well to consider carefully the first steps to be taken by the man or woman to do voluntary recruiting work.

Supposing that the would-be recruiter lives within the metropolitan area—not otherwise—the first step to be taken is to apply to :

The Officer in Charge,

The Voluntary Assistance Department,

Royal Colonial Institute,

Northumberland Avenue, W.C.

Having obtained all information and instructions there, the recruiter will proceed at once to work in the district allotted to him ; and, if in the first place, he, or she, has read this little book carefully, and devoted some quiet thought to its subject-matter, satisfactory results should be achieved.

Now, supposing the would-be recruiter lives outside the metropolitan area, and does not know the exact whereabouts of the nearest recruiting station, the first step to be taken is to visit a local post office and obtain there the address of the nearest recruiting office. If the recruiting headquarters for that particular division is within easy reach, it will be well to visit that, rather than a sub-station.

The official data to be obtained, in the shape of conditions of enlistment and service, will probably not go beyond that furnished in this book. But something may be learned of local conditions. Also, conditions change rapidly in times like these, and it is well to have the latest available information. On no account should the recruiter set to work armed only with information circulated before the war began. The conditions applying to the New Army are, of course, the conditions to work upon.

A little conversation with the Recruiting Officer in Charge is likely to prove helpful ; or, if he is too busy, an opportunity may arise for a

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chat with a recruiting sergeant, and hints be obtained in this way. The recruiter should bear in mind the prime aim of his activities, which is to help the authorities. It goes without saying that all military authorities are busy at a time like this. They have no time for gossip. If they are able and willing to offer advice, well and good. If not, well and good also. The voluntary recruiter who really means business can manage perfectly well without such guidance, providing always that he never loses sight for a moment of the fact that his aim must be to help the authorities to make the best possible use of all existing machinery. It is no good criticizing and complaining about the existing machinery. We have no time now to establish new machinery. There is plenty of room for criticism and improvement, no doubt. But it must come after the present peril has been passed.

The present need is to feed the machinery we have. Keep that working full time. And the way to do it is to furnish a steady and increasing stream of recruits.

Let us assume that the voluntary recruiter has obtained all the information he or she can get, by means of studying this book, and visiting the nearest recruiting station. No time need be lost now before approaching apparently eligible men, and bringing to bear all the forces of persuasion, directed by fact, good-humour, and modesty.

If no volunteer recruiting organization exists in the locality, a good first step is to secure the names of half-a-dozen local residents who will be willing to act on a Volunteer Recruiting Committee. If these are well-known and influential residents of the district, so much the better. It is important that they should be keen, energetic people, having enthusiasm themselves, and able to convey it to others.

The committee will naturally come together to discuss methods of work. It is well to convene a meeting; and as good a slogan as any for the purpose is: "To Help Lord Kitchener." For this meeting the services of the local band should be obtained, if possible. It will be helpful if one or two ladies and gentlemen who are good singers can be induced to give their services. A few well-sung patriotic songs are very helpful, between addresses. Sometimes a good reciter will come forward. The poems of such writers as Kipling, Newbolt, Henley and the like, are excellent for this purpose. Let flags, music, and military uniforms play their part at your meeting; and let your speeches be delivered by men who are not alone well-informed, but capable of stirring an average audience, and of making a strong emotional appeal.

Bear in mind, too, that, whatever may be said to the contrary, in moments of pessimism, the people of this country are a patriotic and a good

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people, who do desire, upon the whole, to do their duty, and who do love their country. Appearances pointing to a contrary conclusion are often based, either upon want of understanding of his fellows in the observer, or of want of understanding of the issues at stake, on the part of the people. It is want of thought, rather than want of heart, that makes our people sometimes appear indifferent or unpatriotic.

It is very important that the recruiter should remember this. A reproachful, recriminatory, or minatory attitude will never prove helpful. Act on the assumption that everyone would do his duty, if he once understood clearly what that duty was. And, remember that an enormous number of people in these islands, even now, do not understand why we are at war, how we are faring in the war, what our needs are in the war, what we aim at in the war, or what the results either of victory or defeat are likely to be.

Successful recruiting work, for volunteer recruiters, at all events, must be largely educational and explanatory work. Make very clear the nation's actual position in regard to the war, and you will find recruiting easy. Whilst not denying, or overlooking the fact that honour, that ordinary national decency demanded our participation in this struggle; remember to make clear the fact that we could not possibly have remained out of it with safety. Whatever the final result of the

war, England must have been ruined by non-participation in it. Had Germany been defeated, we must have lost our Allies for ever, and soon become the prey of the new Germany. If Germany won—and she would obviously be more likely to win if Britain took no part in resisting her aggressive defiance of Europe—then quite certainly her victorious armies would never have been disbanded until England, fighting quite alone, were crushed, as crushed she certainly must be if attacked by the entire forces of a victorious people in control of Europe.

This is a rough and ready way of putting things ; but it is the rough and ready way that the people as a whole can best understand. Britain was in honour bound to take part in resisting Germany's brutal challenge to the Powers of civilization. Her treaty obligations bound her to do this ; and, where gallant little Belgium was concerned, common humanity bound her also. But, over and above these potent factors, make clear the plain fact that, as Sir Edward Grey showed, any shirking of the task, any attempt to take other than the honourable path, even if decent British statesmen could have considered it, which they could not, would quite certainly have meant national suicide for Great Britain, and the final loss of everything which makes life worth living and citizenship worth having, for all of us who are subjects of King George. This is not a matter

of opinion. It is a statement of unalterable and proven fact. Yet these things, even now, are not fully understood by our people ; and a fundamental part of the volunteer recruiter's work—a part upon which the success of the whole depends to a large extent—is the task of making them widely and fully understood.

Public meetings having been arranged, the voluntary recruiters' committee should arrange also for processions headed by bands, for street corner meetings, for systematic house-to-house visitation for recruiting purposes ; each recruiter being allotted a given quarter.

The following admirably terse letter from a Standard Recruiter in London records the success of one method of working :—

“ We need half a million men, and, without resorting to compulsion, that number can easily be secured. I have started a successful recruiting campaign, and my method is this :—Between seven and nine in the evening I hold three street corner meetings. I have the Union Jack and a bell. I ring the bell and wave the Jack. A crowd is immediately gathered. In a few words I tell the latest war news, and appeal for recruits. Another man also urges the country's needs. Names and addresses of those willing to serve are taken, and we move on. Enthusiasm is aroused, and men rallied to the Flag. The three things

to be avoided are top hats, starchy manners, and long words."

"Enlist if you can ; recruit if you can't," is a specimen of the sort of phrases which voluntary recruiters have found useful.

Here is a passage from the letter of a voluntary recruiter in Wimbledon, written within forty-eight hours of *The Standard's* first appeal :—

"We are dividing this place into nineteen districts ; one captain and three or four canvassers, ladies and men, to each. We are all keen, and the work is increasingly successful every hour. Our methods are house-to-house visitation, good lecturers, with band, etc., in the most populous streets.

"At our recruiting office (hours ten to ten) we have a retired colonel in charge, and a retired sergeant-major, who after interviewing and measuring every applicant who agrees with *The Standard* and its appeal, sends him off to the depot at Kingston."

Mr. A. Rogers-Jenkins, a well-known South African, now staying in London, may claim to be one of the most successful among the *Standard* Recruiters. Mr. Rogers-Jenkins has explained in the Press how, after reading the first appeal for voluntary recruiters, and visiting *The Standard* office, he went to London's Recruiting Headquarters, and obtained all the information he

could. At his own expense, Mr. Rogers-Jenkins provided himself with an abundance of leaflets, flags, placards, and the like ; his object, at first, being to recruit among unemployed men and idlers.

" Having got all my printing material ready, I started on Monday last in my motorcar, with two chauffeurs and a Boy Scout. For the first two days I confined myself to the really necessitous types of men, and had fair success.

" By Tuesday night the total number of men actually passed was 59. I then took the main streets and picked up all classes. On Wednesday night the total was 113 ; on Thursday 152, and on Friday, which was a half day only, it had reached 174 men.

" The men are picked up and driven to Fulham recruiting station, where they are examined and passed. The work up to the present has been pleasant, but sometimes you get pushed about a great deal. I am now issuing a little medal, which is given with the following notice :—

RECRUITING LEAGUE FOR KING AND EMPIRE.

You are requested to keep this badge in your pocket till you have made one recruit, and then to wear it, as a fully qualified member of the League. Please fill in name of man you recruited and keep this paper.

"I sincerely trust that those who take the medal will carry out the request which it contains.

"I must acknowledge gratefully the valuable assistance I have received from the Standard Newspapers, Ltd., in my recruiting work."

Mr. Rogers-Jenkins's week-end's work, after the foregoing statement was made, brought his total up to more than 200 men recruited; and his success has continued steadily.

Volunteer recruiters should make every effort to secure the influence and co-operation of ladies, clergymen, school-masters, retired Army officers, Scout-masters, retired non-commissioned officers in uniform, local journalists, councillors, mayors, chief constables, and all local employers of labour.

An important part of the work of a Voluntary Recruiters' Committee is the careful estimating of the capacity and special qualifications of all their workers. One type of recruiter wastes his time among artisans, but could do good work among office men. Another recruiter will prove useful among men of the public school type, and quite unsuccessful among agricultural labourers, and so on. These are factors to be borne carefully in mind by committee men, who in very many cases will find that specialization pays handsomely when judged by actual results; and this form of work must be dealt with in later chapters.

Meantime, it should be stated, for the encouragement of all who are forming Voluntary Recruiting

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Committees, that their country's leaders and legislators are busy in the same direction.

A joint Parliamentary Recruiting Committee was created at the end of August to carry out Lord Kitchener's wishes, and being formed to unite the official party organizations, was constituted of the leaders and Whips of the parties and their chief officials. Two distinguished officials of the War Office also consented to serve on the committee. The list is as follows:—

Presidents.—The Prime Minister, Mr. A. Bonar Law, M.P., Mr. Arthur Henderson, M.P.

Joint Chairman of Committee.—Mr. Percy Illingworth, M.P., and Lord Edmund Talbot, M.V.O., M.P.

Treasurers.—Mr. H. Pike Pease, M.P., Mr. John W. Gulland, M.P., Mr. James Parker, M.P.

Committee.—Major-General Sir Henry S. Rawlinson, Bart. C.V.O., C.B., Major A. B. Gosset (representing the War Office), the Duke of Devonshire, G.C.V.O., Mr. A. D. Steel-Maitland, M.P., Viscount Valentia, C.B., M.V.O., M.P., Mr. W. C. Bridgeman, M.P., Mr. R. A. Sanders, M.P., Mr. B. Eyres-Monsell, M.P., Major H. G. Henderson, M.P., Captain J. Gilmour, M.P., Major the Hon. G. F. Stanley, M.P., Mr. William Jenkins,

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the Right Hon. Lord Colebrooke, C.V.O., Mr. W. Wedgwood Benn, M.P., Mr. William Jones, M.P., the Hon. Geoffrey Howard, M.P., Captain the Hon. F. E. Guest, M.P., Mr. Henry Webb, M.P., Sir Robert Hudson, Mr. F. W. Goldstone, M.P., Mr. Joseph Pointer, M.P.

The head office is at 12, Downing Street, S.W., with the branch offices of the joint honorary secretaries, who are:—

Sir Jesse Herbert, 21, Abingdon Street, Westminster, S.W.

Mr. John Boraston, St. Stephen's Chambers, Westminster, S.W.

Mr. Arthur Peters, 28, Victoria Street, S.W.

Mr. R. H. Davies, C.B., 12, Downing Street, S.W.

The committee decided to appeal to the political Associations throughout the country to give general assistance to the work of recruiting; to enlist the sympathies and help of peers, Members of Parliament, and Parliamentary candidates; to assist the County Recruiting Committees in obtaining Parliamentary speakers for public meetings; to issue and circulate suitable publications in leaflet and pamphlet form, and in every possible way to work in conjunction with existing recruiting agencies.

CHAPTER V

IN approaching the question of specialization in recruiting work, the voluntary recruiter has to consider his or her own individual qualities and capacity in relation to the idiosyncracies of the different eligible sections of the community. No book can teach these things. They must be thought out for himself or herself by the individual recruiter. Useful hints in a matter of this sort can often be obtained from anyone who has had wide experience in electioneering work. And, by the way, recruiting committees should endeavour to secure as one of their members an election agent, or one who has had some experience of organizing work in elections.

Let us suppose that the particular class of potential recruit under consideration is the educated man between the ages of 19 and 35. We might describe this class loosely as the public school type; not because we mean to confine it to men who were educated at one or other of the great schools, for it will include many who were not, but because that phrase serves to indicate roughly the broad type of the class we have in mind.

Now it is more than possible than one of the resultant effects of this war which may prove of great benefit to the nation, is this: We may

find when the war is over, and tens of thousands of our defenders return to civil life, that many useless and really obsolete social barriers have disappeared, and that all sections of the community will have become more closely knit, more truly united than they ever were before. At least, we may look for the growth of a more kindly understanding and tolerant spirit, a more comradely, give-and-take sort of attitude as between all classes. We shall know each other better. The writer has seen in one queue at a recruiting station, during the last week of August, medical students, university graduates, clerks, journalists, professional men of various kinds, with labourers, artizans, odd job men, a seller of newspapers, a hawker of fruit, skilled mechanics, and a few men of the cab-runner and luggage-carrying type. During their service of King and country, these men are bound to find out a good deal, not alone about each other's faults, but also about the virtues, the sterling good points which are not absent from the least of them; good points which will be drawn to the surface and made finely apparent again and again, during active service.

That is all to the good. Meantime, we have to deal, as voluntary recruiters, with the world as it is at this moment, and, looking at things as they are, we are aware of the existence of very strong feelings among many quite good and

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admirable people, against enlisting as private soldiers. It is easy to say that the nation's urgent needs far outweigh any such petty considerations as these. Quite so. Still, it is very desirable that the voluntary recruiter should be alive to all such matters as this, in planning concentration upon recruiting work among the particular type of man we have in mind at the moment.

The voluntary recruiter must be prepared to combat all manner of objections to enlistment. Let him make every use of this fact: Lord Kitchener has very wisely so arranged matters that any group of men, whether consisting of two or three, or as many hundreds, who choose to enlist together, may, if they like, serve together. If they express a wish to that effect, they may be drafted into a single unit, thus knowing in advance who their comrades in service will be.

It should be the business of the volunteer recruiter, then, to form such groups, to introduce the members of them one to another, and to shepherd them, in company, right up to the recruiting station.

But, let it be borne steadily in mind that there must be no risk run of losing a recruit, for this or any other reason. There must be no delays. Far better that two men should enlist together to-day, or even that one should enlist alone, than that there should be any indefinite sort of postponement with a view to getting in this man or the

other. But it is useful to know that where men desire to serve together they can be sure of doing so.

Volunteer recruiters should be able to secure valuable assistance from employers, in this class of recruiting. There are few employers who, when appealed to to give special facilities to little groups of their employees who desire to serve their country, will not act generously and helpfully.

Then again there are special recruiting organizations which confine themselves to the enlistment of the particular type of men we have in mind. It is not very easy to give exact particulars of these organizations, because, at such a time as the present, conditions change rapidly. Organizations appealing for five hundred or five thousand men to-day, may finish their work and give place to fresh organizations within a week. But it is safe to say that enquiries may be addressed to the Old Public Schools and University Men's Force, 66 Victoria Street, S.W.; and to the Public School Corps organizations at Craven House, Kingsway, W.C., and at 24 St. James's Street, W.

It should be made perfectly clear to all that such organizations offer no special privileges or conditions of service. Men who join the Army through these organizations are not shirkers in quest of "soft billets." They seek no other conditions than those under which every soldier

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in the New Army will serve ; and they will get no other conditions. The whole point is that they enlist through organizations formed for the enlistment of their particular grade of men, and their comrades in service will consequently be men of that particular grade ; in just the same way that three brothers, or half-a-dozen employees of a single firm, or a dozen men associated as members of the same club may elect to enlist and serve together.

In the light of the nation's urgent needs, of the present grave crisis in our history, all such considerations may strike some as absurd and petty. Well, voluntary recruiters, like other workers who desire to achieve practical results, must take the world as they find it, and deal with things as they are. These are the facts, and recruiters should have all such facts at their finger-ends. They play a very important part in recruiting ; and the man or woman who, by reason of his or her preoccupation with the gravity of our national needs, attempts to ignore or brush aside these factors will be by just so much the less successful as a recruiter.

Besides which, these things are natural and proper enough, in their way. There is, at all events, nothing to be ashamed of in them. What more natural than that a young ploughman, in considering the question of enlistment in Lord Kitchener's New Army, should like to know

that he will find himself amongst several other farm workers when he comes to be given his regimental number? It is the same with the sedentary worker. And Lord Kitchener, very properly and wisely, sees no objection whatever to the enlistment and joint service of groups of mechanics, groups of farm workers, groups of university men, groups of artists, writers, actors, townsmen, countrymen, or any other among the many varieties of able-bodied and patriotic citizens.

In view of the facts above cited—of the arrangements made by means of which men enlisting may make sure of finding comrades of their own kidney on either side of them when they start work—it may fairly be said that the chief among the minor obstacles in the path of the recruiter have been removed. And, to leave the question of minor obstacles for higher and more important matters, it must be said here that a special obligation rests upon all intelligent recruiters—and it is important that all recruiters should be intelligent and well-informed—in dealing with prospective recruits of the better educated sort.

The higher the standard of culture a man has reached, the better and fuller his education, the more he owes to his country, and the less excuse he has for shirking full and willing payment.

We have said that where lack of patriotism

appears in England it is usually based rather upon ignorance than wilfulness; rather upon want of thought and knowledge than upon want of heart or good will. The man of education has not the excuse of ignorance. His education has brought to him a fuller, wider conception of duty than can be expected of the less well-informed man. If he sins by shirking, he sins against the light. The point to be put to him is not so much that others will find it difficult to excuse or forgive him for his sin against the light, as that he will in the years to come find it impossible to forgive himself. He may think differently to-day, under pressure of this or that set of circumstances. But the fact is, the day will come when he will find it intolerably hard to live with himself—and himself is the one person he never can hope to get away from—if he is to find himself burdened with recognition of the grisly fact that, in her hour of sore need, he shirked the answering of his country's call.

The most scrupulous care, discretion and delicacy are called for in touching these grave matters. But, having understandingly grasped them, being quite sure of his premises, the voluntary recruiter may no more shirk his duty with regard to the task of making these matters plain, than the able and eligible man may shirk his country's call to service.

Do not reproach; far less, condemn. Explain,

make clear ; present facts. Present, too, with all the emphasis at your command, your own conclusions in the matter ; your own views and convictions. Be tireless as an advocate, but remain on the floor of the court. Leave every man to be his own judge. But spare no pains to make out your case, as one who sees very plainly the duty of the man eligible and able to enlist.

Many an educated man deludes himself into the belief that, whatever others may do, he must not take the step of joining the New Army, whatever the nation's needs, because of the pain that this would inflict upon his family, his womenkind. It is sometimes cruel to be kind, and truly kind to be apparently cruel. The step will surely involve a wrench, and pain for some good women to whom every sort of consideration is owing. But the avoidance of that wrench may well prove a far shewder and more cruel blow. If all sought to avoid it, the women of England well have to suffer the horrors of an invasion of England by the very troops who have inflicted unmeasured torture, suffering and destruction upon gallant little Belgium. In such a case it is quite certain that England would be made to suffer more, far more, than even the sufferings of Belgium, which have been far from leaving women and children immune.

But that is not the worst of it. The man who is able and eligible to serve, and who shirks the

step, must be prepared to face later on the gradual growth in the minds of those near and dear to him—aye, even though to-day they urge him with tearful entreaties not to leave them—of the unalterable conviction that their own man disgraced himself by turning a deaf ear to the clear call of duty ; that their man played the coward's part, the traitor's part. There is tragedy in the thought ; but it would have to be faced, and it is no more truly tragic than that other thought : the fact that a man must live with himself, whatever happens ; and that he who, for any reason, dismisses the twitches of conscience to-day, in a matter so grave as this, may easily reach a point later on at which not all the wealth of the Indies, nor all the sophistries of the casuists, would enable him to evade for a single moment the torments that same conscience may inflict.

Bid the educated man to think upon what England means for him. He never can comprehend the whole of it, but his education should help him to see some of it. All the best of himself he owes to our beloved England ; to the traditions and the atmosphere that have moulded him. When this so lovely England, her noble head all bloody, though unbowed, calls from the depth of her need for the help of her young manhood, is it conceivable that the more highly educated section of that manhood, the men whose trained eyes can see all the splendours of her past, all

the promise of her future, that these men, fully capable of comprehending what victory and what defeat truly mean for England, for civilization, and for the Anglo-Saxon traditions, should turn aside, refusing to answer the call ?

The thing is merely inconceivable. Realization is all that is needed. Prompt, unhesitating response must follow, from all those able and eligible. Realization must be brought certainly home to each man who has lacked it. Here then is the grave and weighty obligation of the voluntary recruiter.

CHAPTER VI.

AMONG all the enquiries for hints and suggestions in the matter of voluntary recruiting, by far the larger number ask for information as to how best to approach "the quite average man," or "the man in the street." (It is a quaint fact that most people are regarded as "average" folk by their fellows, and nobody appears to regard himself as an "average man").

On an earlier page reference was made to the letter of a correspondent who described his own simple method of holding three street corner meetings each evening ; his only "properties," a Union Jack and a bell ; his principle asset, his own plain and forthright speech. This is an excellent method, for those who can compass it.

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Where a committee of recruiters, rather than a single individual is at work, it should be possible to secure the services of a band, and to form processions from one open-air meeting to another.

Where the meetings are held within doors, the services of reciters and singers, as well as of speakers, should be secured. Voluntary recruiters must in every case adapt their methods to the environment in which they find themselves. One excellent plan is to obtain the permission of employers to address their employees during the dinner hour recess. In such cases, the employer himself, or his manager, will sometimes render real assistance by saying a few helpful words. This method has been found successful at factories and works of different kinds.

In villages and in market towns many voluntary recruiters have reaped a good harvest by means of impromptu meetings in front of inns, in market squares, on village greens, and other such like places. The committees of the various institutes and working men's clubs should be approached for permission to address gatherings in their buildings. And, as in the case of electioneering work, the old plan of systematic house-to-house visitation, rightly handled, will yield good results.

In the case of these and every other method tried, success or failure depends in the last analysis upon the personality of the recruiter. It is not only earnestness and sincerity that are required,

vitally necessary as these qualities are. The recruiter whose unrelieved earnestness makes a smile impossible for him, will accomplish far less than the cheery-souled man or woman who, whilst capable of making a grave appeal at the right moment, is capable also of taking a joke in good part, particularly when it is directed against him or herself. It is a serious blunder to suppose that the person who offers a quip or a jest at a time of national crisis must necessarily be a callous or flippant creature, incapable of rising to mental, moral or emotional heights.

Humour, even of the crude sort, is a most valuable safety valve, a serviceable medicine for the nervous system of the people in time of stress. The man among your audience who interrupts you with a rather ribald, and possibly very silly jest, may quite possibly be of the stuff of which winners of the Victoria Cross are made. The bravest and most highly valued members of many a British regiment are men who cracked just that very kind of jest among their comrades, when under a deadly fire. And well their officers know the tremendous value of their type, when things are going badly.

Modesty, cheerfulness, and a genuine sense of humour are great assets in a voluntary recruiter. And, perhaps the greatest of these virtues is modesty. Consider the position well. Do not be tempted into the framing of indictments. Never

be betrayed into slighting one section of the community for the edification of another section. There is nothing to be gained by such tactics. Great harm has been done to the recruiting cause by the publication of ill-considered writings of this sort, in which it has been averred that one section of the community has responded finely, and another has shirked its responsibilities basely. For one thing, these generalizations are very rarely true or justified. For another, they are never politic or expedient.

In this crisis of our history we can none of us afford to waste time, or risk arousing ill-feeling or bickering by criticizing one another. If you find a group of men who appear to have shown marked indifference to their country's call, assume, as you pretty safely may, that they have not yet realized the nature of their country's need. The recruiter's part is not at all that of the preacher or the prophet. It is not his part to rebuke or to blame. His it is, with all comradely moderation and modesty to give out of the best that he has in the shape of information, explanation, light and understanding.

The following should interest all voluntary recruiters. It is the verbatim report of a voluntary recruiter's speech, taken for the express purpose of inclusion in this little book. These are the words of a very successful voluntary recruiter. They might not commend themselves

to all recruiters, of course ; they might not suit every speaker. A man must give out the thing that is in him ; and words that tell, from one man, might not come well from another. Here, at all events, are the words of one voluntary recruiter who has been very successful ; and he places them unreservedly at the disposal of anyone who can make any use of them, or find in them any suggestions for his or her own use. The voluntary recruiter from whom these words came has concentrated most of his energies upon reaching "the man in the street ;" the "quite average man." That is why they are reproduced in this chapter.

"Look here, my friends, I've studied this business of the war pretty closely. I've had access to important and interesting papers, and I've made it my business to post myself pretty fully about it all. Some of you have been too busy to get much information, I daresay. Well, I want you to let me tell you all I know, so that you may think it over, and form your own conclusions. We're in a tight corner, we British people. There mustn't be any more talk of parties, classes, sects, divisions, and that sort of thing. We are just brothers and sisters. We are members of one big family ; subjects of one King, natives—and lovers—of one dear old country ; and the bare existence of the family is threatened by a very brutal, insolent, and tyrannical enemy.

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Well, we've just got to put our heads together, and put the beggar in his place. But, mind, it won't do to jump to any silly conclusion that the thing can be done by talking about it, or that because the enemy isn't British he can be wiped out as easy as saying so. It's not that way at all; not a little bit. As a matter of fact, this same enemy has probably got the biggest and most perfectly organized fighting machine of any nation in the world. And don't you forget it, he's been preparing for just what he's doing now, these twenty years and more. He's got it all mapped out and ticked off, down to the last button and the last bullet. He means to boss Europe, and he means to boss us. He means this old England of ours to be a sort of an extra province of his, and every man in it a sort of semi-Germanized servant of his.

"And, he has staked absolutely every single thing he's got in the world on this one great fight. If he wins, he rules Europe, under an iron heel. If he loses—well, he loses, and his pretensions are gone for ever. But, remember, he will make any sacrifice to win, and his huge fighting machine has been preparing for just this fight, for twenty years and more.

"Well, now, my position is this: Directly this terrible war was forced upon us, by Germany's arrogance, and her ruthless disregard of all pledges and all international decency, I offered

myself for service. I couldn't get the chance. I'm too old to be admitted, and not up to their standard. You can guess it was a pretty good blow to me to find myself shelved as no good ; to know that I had no earthly chance of being allowed the privilege of striking a blow for my native land ; the land of my fathers, the home of my mother. I was downcast for a bit. Then it was suggested to me that I could help in another way if I would. You may be sure I jumped at the chance. Do you know what they told me ? They told me that there were two things a good citizen could do for England at this time. He could enlist in Lord Kitchener's New Army—if he was eligible. And if he wasn't eligible, he could help to get in the men who are eligible.

“ Of course, I set to work then to mug up all the conditions of service, and get every particle of information I could ; and if you'll believe me, I'm a regular walking encyclopædia on it now. Upon my word, I believe I know more about it than the recruiting sergeants. What's more, I've got it all here, or most of it, in black and white ; here in my bag. And what isn't in black and white, is very clearly fixed inside my head ; so that I'm open to answer any questions.

“ Now that brings me down to my real point—why I am here talking to you—and, seemingly, sending that gentleman against the post there fast asleep. Well, well ; I know what it is to be

tired out, I can tell you. I've been on my feet to-day, since six o'clock, and my dinner was a stand-up one, too. Well, what I've really come for is this: I can't enlist myself, because they won't have me. I wish they would. But I want to ask you, my friends, each one of you who is able and eligible, to answer Lord Kitchener's call, your King's call, and—and get into training right away, to do your little bit for England. Look here, men, a man doesn't care to talk much about his private affairs; but—I've got a dear old mother at home. I've got two sisters with no other men folk of their own. I've got a wife, and three kiddies. And—and there's England; there's this dear old country that bore us all. It seems I'm not good enough to fight. They won't have me—yet. Perhaps they will, later on. I hope so. So I appeal to you; to you chaps who are luckier; to you who are under thirty-five, and can throw a chest; to you who are whole men and sound as a bell—Brother Englishmen, I ask you to roll up and fight, for England; for the women and kiddies. Yes, I ask you as I would ask a younger, stronger brother, to get ready to lend a hand fighting for all who can't defend themselves.

“Mind, it takes a bit of training, first. That's one reason why more men are so badly needed now, this minute; because we don't send untrained men to the front, you know. And,

mind you, we don't ask any man to let his wife and children go hungry or uncared for. Take the case of a man here in London, who enlists to-morrow morning, as I am sure some of you here will. Supposing he goes into the Infantry of the Line, for the term of the war only. That is the lowest paid branch. How will he stand. Well, suppose, now, he has a wife and three children. They will get nineteen shillings and tenpence ; just on a pound, every week, from the start. He will get for himself, everything found ; everything, and pocket money, to boot ; and if he likes he can add some of that to the allowance for his wife. Well, the wife and children won't starve on a pound a week. And, mind you, at times like these, promotion is quick for men who are worth it ; and promotion brings higher pay, of course. The nation will spend tens of thousands of pounds on presents for its soldiers. the societies are pledged to spend tens of thousands of pounds on the wives and families. And as soon as the war's over, you will be able to leave the Army as soon as you like ; or, if you've grown to like it, to stay on.

“ A man might do worse, these times, mightn't he ? But, mind you, don't think I'm putting it to you that way, for the sake of what you'll get out of it. That's only to show you that the country isn't asking for something for nothing. No, I appeal to you as a brother of your family who

isn't able to fight himself. The family's in a tight corner. It wants defenders, wants three or four hundred thousand more of 'em; and wants 'em mortal badly, let me tell you. If a man's able to serve, I don't somehow think he'll feel very happy or pleased with himself when it's all over, if he's heard the call and passed it by; left it all for the other fellow. We can't let those plucky Belgians shame us; we who are British; surely not! England can't stand now, without your help, you younger men. The women and children can't be safe without your help. Nothing we have can be safe without it. And *you* can't be safe without it; because—because, mark me, you'd hate yourself afterwards.

“Now then! Everyone under thirty-five gather round, like the Britons you are. Let's have the names and addresses of the brave, who'll meet me here in the morning and go with me to the recruiting station. And if there's anyone with any questions to ask, fire away. That's what I'm here for.”

CHAPTER VII

It may help and interest voluntary recruiters to know what some prominent thinkers and leaders have said of their work. Most people have read the stirring and soldierly words of Lord Kitchener

on the subject of recruiting. He gave his express sanction to the first appeal issued; the appeal for Standard Recruiters, which ultimately resulted in an organization of voluntary recruiters extending from one end of the country to the other; and, in due course, was followed by the forming of recruiting committees by the Cabinet Ministers and the Members of the House of Commons, and by hard recruiting work on the part of a great number of peers. Of the first appeal for Standard Recruiters, Lord Milner said:

"The object of the appeal, as I understand it, is to focus effort on recruiting, and on recruiting solely under the direction of the War Office.

"That is right. Nothing could be more futile than for private people, however influential, to try and start any new armed forces of their own, or to do anything except just what the authorities ask for at the moment.

"The Government must say what they want, and the business of every good citizen is to help them to get it. They alone know what is most needed, and it is our business to back them up on the lines laid down for us.

"Everybody must be struck by the large number of able-bodied young men, quite of a good class, who are still hanging about. Many of them, I believe, are anxious to serve their country in this crisis, but do not quite know how to set about it.

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"Others would be equally anxious if they realized how great the crisis is, but apparently this has not yet dawned upon everybody.

"Two things, it seems to me, the Press can do. One is to preach constantly, earnestly, but not hysterically, the extreme urgency of the situation. This is to arouse those who are still insufficiently alive to the position, though not apathetic.

"The other thing is to give advice to those who are quite alive to it and anxious to serve, but do not know where to go or whom to apply to.

"I have heard of innumerable cases of people who have applied to the War Office and received no answer. The War Office is not to blame for this: it must be overwhelmed with correspondence. It is inconceivable that it should answer individual inquiries.

"What people who are themselves too old to serve can do is to give information and guidance to men who can serve, and are willing to serve, but who at present are at a loss to know how to set about it.

"This, I take it, is the object of the Standard Recruiters. I think it is an excellent object, and that you are quite right in trying to focus effort in this direction."

Another well-known man who took an early opportunity of encouraging the movement

and interesting himself in it was Sir Gilbert Parker, M.P., who wrote as follows of the first appeal :

“ What you have advised in regard to recruiting is a wise, a right, and a necessary thing. There are many places where the Territorial recruiting agency has rather discouraged the help of the general public, but from the beginning I have thought it absolutely essential to successful recruiting on a large scale. I have urged in my own particular district of Gravesend that the kind of canvassing which you suggest should be carried out in the surrounding district, and that motor cars should be ready to bring recruits to the recruiting office just as a voter would be brought to the poll at election time.

“ The men of the country as a whole do not yet understand the peril in which we are, the crisis in which we are moving. They do not yet realize that the day is here when it may be that every man from 15 to 60 will be compelled to shoulder his rifle and fight, not for Belgium, but for his very home and hearthstone.

“ I hope your efforts to stimulate recruiting in the manner suggested will meet with an enthusiastic response. The country is not yet awake, though large numbers of people are awake who were awake before. England must wake soon, until the farthest cottager in the farthest county shall imagine an enemy on his doorstep, and be

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ready and fitted to give his life to save his home and country."

Lord Esher, Earl Grey, the Earl of Meath, and very many prominent people wrote to express their hearty approval of the movement ; as did a great number of Lords Lieutenant, Chief Constables, Lord Mayors, and others. In expressing his approval and desire to co-operate, Lord Derby wrote :

"There are many ways in which help can be given by those who, by reasons of age or health, are unable themselves to serve in Lord Kitchener's New Army.

"1. Address meetings and try to make the people understand that the country is fighting a life-and-death struggle for its very existence.

"2. Those with motor cars can offer their services at the nearest recruiting depot and can bring in recruits to the central office.

"3. Employers can help by telling all those unmarried men of eligible age that it is their duty to join, and that their places will be kept open for them. Further, telling those who can go and will not go that when the war is over they may find themselves displaced to make room for those who have served their country."

There are many other ways, but these will show that help can be given and will be given by the class to which he has above referred.

Among the authors who have done their best to encourage the movement, Mr. H. G. Wells wrote expressing his approval, and added :

“ If we cannot fight, we must lend a hand at this juncture with the recruiting. That and work on the Citizens’ Committees are the main duties of the non-efficient. Next, is to keep productive employment going.”

Mr. George F. Shee wrote :

“ You have rendered a great service to the country at this critical juncture, by emphasizing in the simplest terms the one essential duty for all those who are unfortunately debarred from the privilege of serving their country in arms. Those who cannot perform this—the Briton’s first duty, which has till now, alas ! been regarded by the majority as the last—must concentrate on persuading, encouraging, and assisting those who are fortunate enough to be able to retrieve the past and honour themselves by coming to their country’s help when her need is greatest. The one thing needful is man-power. Let us provide the man-power, and leave it to the experts to organize it for victory.”

At the beginning of the voluntary recruiting movement, and before our legislators made any signs in the direction of a systematic attempt to help recruiting by addressing the public in speeches explaining the nation’s position in the

war, some of the visitors in London from British Dominions oversea expressed in no uncertain terms their surprise that no lead was given to the public in these matters. One of these gentlemen who, in his own country controls vast interests and employs thousands of men, was interviewed on the subject, and made the following remarks :

“ The moment I begin to talk for publication my position becomes a very delicate one. You see, I am being most hospitably and kindly entertained in England, as I always am, every time I come over. I have troops of good friends on this side. England is almost as much home to me as my own country. How then can I criticize my kinsmen of this country, over my own name, in print. You must see it would not do. Yet, if I speak at all, I say what is really in my mind ; yes, and it's occupying my mind pretty exclusively. But, please don't put my name to it. That would imply a kind of ungraciousness, which is the last thing I could ever feel toward the Mother-country.

“ Let me put it this way : I am amazed by the attitude of the general public here towards the greatest crisis this nation and Empire have ever known or are at all likely to know. Heaven knows we none of us want to see any Mafficking, or any other kind of hysteria in England ; and I for one would be just delighted to be able to

believe that the quality which so surprises me was part and parcel of the manly phlegm, the fine steady self-possession which all of us in my country have been taught to regard as one of the choicest possessions of our race; of the people we sprang from. But is it that? Or is it a perfectly amazing kind of indifference, a curious, myopic kind of indifference, born, where the great mass of the people are concerned, of ignorance of the facts, and lack of imagination, of ability to conceive of anything never experienced? I wonder.

“A thing like The Standard Recruiters’ movement is, of course, altogether excellent, and what I should have expected at such a time. But outside this fine undertaking what is one to say? What are your famous orators doing? Lord Kitchener still lacks the first hundred thousand men of the half million wanted. Why, Canada produced a hundred thousand volunteers in ten days; and her population is about one sixth of yours, and she is a good way from the theatre of war.

“What do you suppose happened in the different Dominions at the time of the South African war? Just what has been happening now. Our public men put aside party differences, as yours have, to a large extent. But our leaders on both sides devoted every moment they could spare to travelling about the country addressing

big public gatherings explaining the war, arousing public feeling, and informing public opinion. Hence the volunteer contingents.

"I ask you to imagine the probable effect on recruiting of great mass meetings addressed from one platform by Mr. Asquith and Mr. Bonar Law, Lord Lansdowne and Mr. Lloyd George, Mr. Austen Chamberlain and Mr. Winston Churchill or, as Mr. Churchill might well find it impossible at this time, other leaders of the Treasury Bench. What of Lord Rosebery? What of Mr. Rudyard Kipling, Mr. Redmond, Sir Edward Carson, and, above all, your people's orator, your Chancellor of the Exchequer? All doing their own useful work in their own way, you say. No doubt. But am I right or am I wrong in saying that the present crisis is far more than exceptional? Is it not unprecedented? Is not the most vital need of the moment the filling of the recruiting lists?

"I firmly believe that the ignorance, or the indifference, or the totally mistaken views—call it what you will—of the great mass of the people here regarding the terribly serious character of the present situation is a very tragical business. Rightly informed, I believe—and sincerely hope—that Lord Kitchener would get his half million recruits in a fortnight. I hear talk of social barriers; that the idea of enlistment in the ranks is foreign to the great middle classes.

I see for myself every time I stir outside the door thousands of young fellows, able-bodied, healthy, full of the vigour of life, and its enjoyment. I cannot believe that, if they really understood their country's need they would be hanging back. The social distinction question—well, really, at such a time, I would rather not speak of that. I might show too much heat. Will the Kaiser's remorseless legions show any respect for social distinctions do you think ?

“ But it is not only in the matter of recruits. I see fine troops march through the city streets. Every day I see them, moving finely among people apparently exclusively occupied by their own personal interests. I have not once heard those marching troops cheered. I am not a foreigner. There is no need to tell me the British are sound at heart. That is part of my religion. I submit that the mass have not in the least realized the facts of the present situation. If they had, Lord Kitchener would not need to advertise. And I further submit that the really well-informed, the natural leaders of the people are doing mighty little to pass along their knowledge ; to enable the people really to understand.

“ I am no pessimist, and no prophet of evil. I hope the best and believe the best. But I believe the lack of understanding of the facts of a situation like this is a national tragedy ; and I pray God that my kinsmen here in England

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may all of them begin truly to realize the true meaning of the Kaiser's crime against humanity—before it be too late for their realization to have the effect upon their attitude and actions which I feel sure it would have. Meantime, call upon your public men, your leaders of thought, to give every hour they can spare to the wholesale enlightenment of the public.”

It is particularly interesting to note that these remarks were published on August 27th, just upon a week before the first announcement was made that Mr. Asquith, Mr. Bonar Law, and other statesmen had decided to do precisely what this gentleman wondered they had not done. A leading article published at the same time of the appearance of this gentleman's criticisms and suggestions, may have helped to give them weight. The following passages appeared in this article :

“ This gentleman's criticisms are frank and candid. They may be even a little painful for some who read them. But it is easy to see that they are well-meant. It is obvious that they come from one sincerely devoted to British interests. The many patriotic readers of *The Standard* who have this week formed themselves into a voluntary organization of recruiting agents for Lord Kitchener's New Army, are likely to accomplish a great deal towards removing such ignorance or misapprehensions as may exist

among some sections of the community. The gentleman whose opinions we quote elsewhere has possibly touched upon a very real weakness here. There is, we believe, a real need for fuller and better understanding among the people of what this devastating war really means for us, for Europe, and for the world at large. It may well be that our political leaders are at present even more profitably employed in other directions than they could be in addressing public meetings. But it is also true that the nation stands more in need of general public understanding of the war, and the service it calls for, than it ever does of general understanding of political issues before a general election. Yet it can hardly be said that our public men and well-known speakers are doing as much towards spreading enlightenment just now, as they are accustomed to do at election times.

“The ‘Don’t worry,’ and ‘Business as usual’ watchwords are well enough, and highly useful in their way. The latter, in fact, is hardly open to criticism. It is very necessary that the country’s business should be carried on, as far as may be, with even more of energy and enterprize than usual. We are not so sure about the “Don’t worry” counsel. Worry, certainly, never did any cause or people good. Nothing is produced or achieved by worrying, that is worth doing or achieving. But where this particular piece of

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advice is interpreted as relieving people from all sense of responsibility, from all need of grave thought, or practical effort to elucidate problems by united effort for the common good ; there it is undoubtedly mischievous at such a time as the present. There is a definite need now for clear understanding on the part of the people, of our national position, with all its perils, duties, and responsibilities. We trust The Standard Recruiters will add to their other services the task of spreading wherever possible accurate understanding of the international position. And we agree with the gentleman whose views we reproduce, that in this matter our leaders and orators can give most valuable aid. Those who cannot themselves serve in the fighting line, may yet strengthen that line in many ways. The crisis is national and international, rather than military or political. Prussian arrogance, had challenged, not this ruler or that, but civilization, liberty, and the sane, progress of Christendom. This should be rightly understood by all, in order that our strength, in civilization's service may be the strength of a people, of a nation, as well as that of a Government, a Navy, and an Army."

Another oversea critic, a Canadian of wide influence and experience, who was a very enthusiastic supporter of the voluntary recruiting movement from its inception, joined very emphatically in the demand for backing and support

for voluntary recruiters, from our recognized leaders and statesmen, before these had made any sign. He wrote :

“ Want of knowledge, not want of heart, is young England’s present trouble, so far as I can understand it. But the tragic thing about it is that the effect’s the same either way.

“ Only, want of knowledge can be remedied, whereas want of heart could hardly be—in one generation. And why, in Heaven’s name, the leaders and speakers of Britain are failing to apply the remedy in this urgent crisis puzzles me beyond words.

“ During the last couple of days, I have been giving most of my time to talk—just to talk—with the average man in the street of Greater London. It doesn’t sound creditable, but it was not idle talk. It had two aims :

1.—To spread real understanding of Britain’s national situation, so far as I am competent to do that.

2.—To ascertain the attitude of the quite average young man in the street—the man in a job of some sort—to see how much he knows about a situation in which, not only our race, nation, and Empire, but the cause of freedom, justice, and civilization, as we understand it, all hang in the balance.

“ For, mark you, that is the true position.

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German victory means the rule of blood and iron ; the tyranny, in the Old World, anyhow, of Prussian war lords, of men who see red, of commanders who believe in using women and children as a living screen, of officials whose deliberate view of life is that an officer is entitled to split a civilian's head open if he thinks the civilian's manner lacking in deference.

“ Well, here are a few of the more typical remarks from average young men, with which my attempts to explain the true position have been countered. Mind, these remarks are from the Metropolis, not from remote villages. They came in every case from respectable young men in jobs ; men wearing nicely laundered shirts and irreproachable collars ; men in each case of military age. I spoke to no street loafers. And this is the kind of thing they said ; these represent their thoughts certainly, with little enough in the shape of corrective from our really well-informed public men and orators, who apparently prefer to remain within their shells at this juncture :

“ ‘ Oh, well, if you come to that, you know, if we were really pushed, they'd send the Japanese army over here, you know. They're our allies.’

“ ‘ You're a regular pessimist. They can't touch old England. Why, we've got ships all round the coast very nearly touching each other. I put my trust in the Navy.’

“ ‘ Oh, you've got hold of the wrong end of the

stick. You'll see directly, when our chaps get to work. You see, these Germans are only conscripts after all. They've got no *morale*. They can't stand up to our chaps, you'll find. Soon as I knew Kitchener had taken on, I knew there was nothing to worry about. Why, we've got a whole British Army over there.'

" 'That's all right, don't you worry. It was just the same in South Africa at first. Wait till Kitchener and French get their bearings. It'll be South Africa over again. See what they say : The men are splendid. They'll soon put those square-heads out of business. And then there's France, mind you ; and Belgium, too.'

" 'Oh well, if we needed any more men, what are they turning away chaps with a tooth or two missing for ? No, no ; we're all right.'

" 'You take too gloomy a view. We've got any number of men. Why, there's all our chaps in Gibraltar, and Malta, and India, to say nothing about Canada an' Australia. They're all coming. I tell you the Germans haven't got a dog's chance.'

" 'Well, what about Russia ?'

" 'Bless you, our people don't really want more men. That's only talk. Why, they're got thousands not touched yet, National Reserves, and that ; and they're turning away half the chaps that offer, anyhow.'

" 'What we've got to do is : Business as usual. We've got to collar their trade. That's the line.'

“ ‘ Don’t you worry about numbers. They’re only conscripts. A hundred thousand of our chaps can lick a million o’ them, any day. They’re only machines, and half-starved at that, so I see.’

“ You see my notes. There are scores more remarks of this sort ; all written down directly I left the man I was talking to. It is pitiable—the massed ignorance. An ugly feature is the readiness with which they speak of others who can, and will, fight for England ; anyone but themselves ; Japanese, the Indian army, Colonials, Russians—sent to England ‘ round the north of Norway ’—anyone at all but themselves.

“ And the casual, shoulder-shrugging light-heartedness of it all ! The astounding belief in the immutability of normal, easy-going, well-ordered jog-trot conditions in England ; the only conditions they have ever known.

“ ‘ Oh, I tell you, the Germans ’ll get their bellies full all right. You wait.’ That’s the attitude.

“ Now I ask you, what is the meaning of the silence of your natural leaders, teachers, and speakers in the face of this monumental unconsciousness, this complete lack of realization of the stark facts of the position ?

“ The voluntary recruiters have begun a splendid work in this direction, I find. But we have a right to demand the co-operation of the nation’s leader’s for the nation’s need is dire, and admits of no delays or half measures.”

CHAPTER VIII

ON Saturday, September 5th, a special week-end appeal was issued to all voluntary recruiters throughout the country; and the remarkable success which attended this appeal marks it out as one which should be acted upon every week-end, by recruiters.

Briefly, the appeal was that each voluntary recruiter should, on Saturday morning set himself or herself the definite task of obtaining three eligible recruits, and accompanying them to the nearest recruiting office for enlistment, by nine o'clock on Monday morning.

It was urged that, during Saturday, each recruiter should make a point of seeing at least one clergyman, or other leader of a religious organization, and inducing him to promise his aid and support for the following day, in the work of influencing recruiting, so far as might be compatible with his regular duties. It was suggested that a special effort be made to secure the influence of the different religious Brotherhoods, and the Men's Sunday Afternoon Associations; great factors for good, and important spheres of influence among the best kinds of young men.

"The better the day, the better the deed," was one of the watchwords of this particular

movement within a movement; this special appeal for week-end work. It was strongly urged that our cause in this war was admittedly a righteous cause; and that the endeavour to render important service to the nation in this time of grave national crisis, was pre-eminently a righteous task.

“ There is a grave and weighty obligation upon all who are not themselves eligible to serve, to bring home to those who are, the solemn nature of their obligation to King and country, and to the faith that is in them. Christendom is threatened by a most abhorrent form of modern barbarism. Without encroaching upon the proper observances of the Sabbath, the customary leisure of that day may most fittingly be given to strenuous effort in this line of work; and we may be assured that the clergy will extend the full weight of their approval and helpful influence.”

It is, of course, well understood that the Saturday to Monday period is the time which most of the young men of Britain are accustomed to give to recreation and leisure, in addition to Sunday observance. They are freed at this time from the manifold preoccupations of business, and of their ordinary work-a-day life. This then, is the time of all times for approaching them in a matter calling no less for their grave consideration and deliberate thought, than for steady resolution. They are free to think, during the week-end.

The voluntary recruiter should be free to influence their thoughts, and ready to guide them into channels leading to prompt recognition of the duty which every eligible young man owes to his country at this time.

“Equip yourself for the task on Saturday morning. Seek all the help you can get. Enlist the support for the morrow of at least one clergyman. Pray for success in your work. Put your shoulder to the wheel, and deserve success ; then it will surely be yours. Choose the particular method which is best suited to your powers. But do not fail to turn up with your three recruits, at a recruiting station, by nine o'clock on Monday morning. Bring thirty, if you can. But set yourself to bring not fewer than three. Determine that there shall be no failure. Yet, if partial failure comes, do not be disheartened. Come with two recruits. Come with one, rather than not at all.

“Do not rest this week-end, until your three men are secured. It is not too much to ask of any man or woman who can claim the privilege of calling these most lovely islands home, that they should give one week-end to the service of England. Yet if all will do it, the result will be by far the best kind of present that could be sent to our gallant defenders at the front ; by far the truest form of service which can be rendered to the nation to-day, by all who are not

eligible for the soldier's part. No need to neglect the call of your place of worship. Let no other call, of leisure, or pleasure, or any other kind, divert you for one hour of this week-end, till your set task for England is accomplished.

"In their tens of thousands the young manhood of the nation will go down to the river, to the playing fields, to the commons, to the sea-beaches, along the cycling routes. Go to them in all these places; aye, and to the churches and chapels, meeting places, clubs, inns, recreation halls, reading rooms, and the like. Go to them, wherever they may go during this week-end; carrying your message of explanation, and of persuasion. Adopt all and any means that may occur to you, and that may be followed with tact, with modesty and with discretion. Choose your own methods; but get your three men for Monday morning.

"Concentrate, if you like, upon three 'pals,' or working associates; upon the crew of one skiff or punt; upon one side in a game; upon one group in a boarding house, or on a country roadside. Tackle them where and how you will; but get your three men for Monday morning—for England.

"It may be that you are well-to-do, and that those you approach may be less well-endowed. Give generously, of your means, as of your persuasion and your knowledge. Stint nothing. If a man

has others dependent upon him, and small means of helping them, do you help to the best of your ability ; for a week, a month, or more. If your men are unattached bachelors, and needy, some sort of bounty may help them. Find out what they need, and provide it, if you can. Have your three to breakfast with you on Monday morning. Make it a jolly breakfast. See that their enlistment shall cost them nothing in money. Do not fail to accompany them, and see them through at the recruiting station on Monday morning.

“ Should you be dealing with needy men who have wives and children, relieve their minds of anxiety. Do not let them keep the misapprehension that many labour under, that their country asks something for nothing of them. Explain precisely what the country gives ; and how, for a man with a wife and three children, in London, for example, it is equivalent to a man’s earning from 30s. to £2 a week in civil employ ; because, whilst the man gets full maintenance, and pocket-money, there is also about a pound a week for the family, of actual allowance from Government, apart from the help of the Soldiers’ and Sailors’ Families Associations ; apart from presents from the public to its defenders ; apart from the increases of pay and allowances which follow promotion. And, for good men, promotion is rapid in war time.

“ Explain all this, but make it clear that you appeal, not to any man’s desire to make profit, but to every able-bodied young man’s sense of patriotism and duty ; to his desire to protect the land of his birth, to help defend the women and children of England. Put your whole heart into this work. Take no rest this week-end till you have secured your three men. Leave no stone unturned ; consider no effort a trouble ; for you will be working in a sacred cause. And, behind your efforts will be this heartening knowledge : If every voluntary recruiter in the country ; if all the most patriotic people who are not themselves able to serve, give themselves loyally to this week-end task, the result on Monday morning will give an immense lift to the British cause, and carry us all a long step on the road toward honourable peace.

“ The German cartoonists are busying themselves in the task of teaching their countrymen that England cannot get any more defenders, because her sons are asking : ‘ What extra pay can we get ’—for defending our country. Nail this calculated Prussian lie to the counter this week-end. Get your three men this week-end, and so provide the best possible answer to our German traducers ; an answer that shall echo through the lines of the Kaiser’s arrogant hosts, backed by the cheers of every Briton at the front.”

This week-end appeal met with a wonderful response. In the outworking, it proved of immense service to the British cause. For that reason it finds its place in this book, for the guidance and inspiration of all who wish to help Lord Kitchener, and England.

Mr. Louis W. Barber (a South African visitor to London), was among those whose response to this week-end appeal was splendidly successful. Instead of three men, Mr. Barber brought thirty men to recruiting headquarters on the Monday morning ; succeeded in getting all thirty passed ; and had a further fourteen men ready for the next morning.

CHAPTER IX

It must be admitted that among the many hundreds of letters written by voluntary recruiters, a large proportion contained complaints and criticism of the official recruiting organization. Very wisely, these complaints and criticisms have been largely confined to the letters in which they appeared. No useful purpose could have been served by broadcast publication of them in the Press.

It cannot be too strongly emphasized that a time of national crisis is not the time for Press discussion of criticism and complaints regarding

our existing machinery. Machinery devised for the handling of thirty-thousand recruits per annum, cannot easily be adapted to deal with thirty-thousand per week, without some friction, and many minor difficulties. As a fact, wonders have been accomplished with the existing machinery, in the London area, for example. It is easy to assert roundly that twenty times the number of properly equipped recruiting stations were required throughout the Provinces. They were. Twenty times the number of doctors engaged were required. Acute discomfort was caused and thousands of recruits were lost—to say nothing of time, inestimably valuable time—before any appreciable improvement was made. London was better off than any other division; and here is a specimen of hundreds of letters written by recruits and recruiters, in London, most of which were less temperate than this one. And this was written a full three weeks after the Declaration of War :

“ I went, as I say, at two o’clock, to the St. Paul’s Churchyard Recruiting Station. It was overcrowded, and, after a wait, we were told there were 200 men upstairs waiting to be examined, and that there was little chance of our being attended to to-day. We then went off to Finsbury Barracks, as quickly as we could, reaching there at 2.45. There, we actually did bring it off—in about four-and-one-half hours.

It seemed to me that the method of enlistment was about as slow and cumbersome as it could possibly be, and that business men were badly wanted to reorganize it. They were putting through an average of fifteen men an hour. I timed them. We had to wait in a queue for more than two hours before we could even make our applications ; and I was told by men there that they had waited the whole of the day before at other stations. After the doctor's examination we had another wait of fifty minutes, till some high and mighty person came along to swear us in. There was not a bench in sight to rest on ; and some of those men had tramped a long way to get there, to offer themselves to serve their country.

“ Mind, I'm not saying this by way of a grumble ; far from it. Indeed, I daresay it does not matter much for educated men. But it matters a good deal where the uneducated are concerned ; and it matters still more, as affecting the country, and its defence. Surely a place like Finsbury Barracks might have more than one medical officer in attendance at a time of national crisis, and other facilities in keeping. Put aside all consideration for the men who are offering to serve, and consider : (1) The dangers to the country of the preposterous delay involved ; and (2) the effect on the men who have not yet offered themselves, and who seize upon these delays as evidence

that the country cannot really want the men it is asking for, or it would show a little more alacrity in taking 'em when they offer. For my part, you know my feeling—' Take and break us. We are yours.' But even I would rather be broken, if need be, while doing my country some real service, than for lack of a little common-sense business management."

Yes, the complaints have been very numerous, and not ill-grounded. But no good end could have been served by public ventilation and discussion of them; because that would use up valuable time and energy, and discourage men who have been straining every nerve to squeeze gallons into pint pots, without more spilling than was absolutely unavoidable. Thirty thousand men a week, with machinery devised for thirty thousand a year! It was a big task. Take the mobilization work, now. The machinery was called upon to accomplish, at very high speed indeed, the task for which it was devised. It worked superbly. The recruiting machinery was called upon for something widely different from the task for which it was designed. And, naturally, there were painful hitches, friction, and minor breakdowns; especially in the provinces.

The civilian is entitled to criticize. Certainly. Though the less time he wastes over it during a national crisis in which plenty of valuable work is waiting for him, the better. Also, and this is a

point to be remembered, our Army and Navy have always been anxious to extend and increase their machinery. Majority rule in Britain has consistently opposed extension, inch by inch. Many of the present-day critics of faulty and inadequate machinery, were a little time ago, among the bitterest and most unyielding critics of naval and military expenditure. You cannot have omelettes without breaking eggs, or extensive machinery without relatively extensive expenditure. And, remember, machinery cannot be made in a day, or a week. The bitter critic of defence expenditure in peace time is ready enough to vote millions in war time, and would be brushed impatiently aside if he were not. But he should try to bear in mind, in his criticism of results, that all the money in the world cannot produce in a week elaborate machinery which can be slowly built up at quite a moderate cost through years of peace.

The British public cannot possibly complain that it has been taken unawares. Fourteen years ago, our defence needs were very clearly placed before the country, and very consistently neglected, by both political parties, and by the general public. We appointed our Commissions after the South African War, and some of us even went to the length of reading their reports and recommendations. Some of the oldest and most truly respected servants of the State ; some of

the wisest and most experienced of our experts, have devoted practically their whole time to urging upon the public the nature of our defence needs, and our danger in neglecting them. Many books have been written to warn us ; thousands of eloquent speeches have been delivered.

Well, the matter apparently did not greatly interest the public, and the politicians could see no votes in it. At all events, we chose our course, as a people. In effect, we asked to be left alone ; we elected to take our chances. We have taken them. Had we acted on the lines recommended by Lord Roberts, for example, the probabilities are this war would never have come about. Germany might, and has regarded treaties and solemn pledges as mere "scraps of paper," to be torn up and tossed aside to suit the requirements of the Prussian war lord. But even the Kaiser cannot tear up and toss aside a British nation in arms, with the most powerful navy in the world. And what is more he would not try. Even now, many may be found who are opposed to the whole idea of universal military training for our youngsters, and, it may be, to any kind of extension of our defence forces, at all events in peace time. They are believers still, in the "Spring to arms" theories, and think there is plenty of time for training soldiers after war has been declared.

And among the severest critics of the working

of our recruiting machinery since this war began are to be found the most whole-souled opponents of preparedness for war, in peace time. This is foolish and unsportsmanlike. We cannot have it both ways. The only logical and sportsman-like line for us to take is this: We made our bed and must lie on it. We chose our path, and must make the best of it. We decline in the long, prosperous years of peace to have a larger military machine. Then there is no sense in our abusing it now that we need it so badly, because it is small. No. We will make no complaints. We will waste no time in criticism or fault-finding. We will put our shoulders to the wheel as one man, and make the very best possible use of the machinery we have. We will each one of us strive our utmost to help the men who work this overworked little machine, and we will show our leaders only cheerful, unquestioning loyalty, while they make the best use that can be made of all our efforts.

That is the essence of the voluntary recruiters' creed; that is the code he must stick to, come what may. Plain honesty and sportsmanship demand so much; apart from the suicidal inexpediency of any attempts at swapping horses in mid-stream. It is because of their implicit recognition of all this that the work of the voluntary recruiters has been warmly welcomed and endorsed, and cordially backed by the authorities. It is because of their recognition of this that the

work of the voluntary recruiters has been of real, practical² value to the nation, and will continue to be of value. We offer no criticism, and we make no claims. We simply work to help you make the very best possible use of the machinery you have. Your primary need is men ; we help you to get them. That is voluntary recruiting.

CHAPTER X

To sum up :

The British nation was, at the beginning of August, forced into the greatest war the world has yet known. The mailed fist of the Prussian war lord forced us into war ; just as surely as a pirate's hand ever forced a blindfold prisoner to walk the plank ; and with as much of ruthlessness, and as much respect for law, and order, and decency.

The thrust was a double one, and there was no possible way of evading it. We were forced into war to save our lives as a people ; to save our honour as a nation. Aside from the path of cowardice, dishonour, and national suicide, there was but one course open to us ; and we took it.

It is a very terrible war that has been thrust upon us ; and no possible end to it can be reached without great suffering and great loss. But there are two factors in it, for which we Britons may

be supremely thankful. There are two consoling facts which should help each man and woman of us to brace himself or herself to face manfully and womanfully, whatever fate may befall us.

We have evidence admitting of no possibility of doubt, in the minds of honest men, that our leaders and representatives used every effort that honourable men could use to prevent this war altogether, and to save England from being forced into it if it had to come. Not only was every effort made that honour could demand and prudence dictate; but our representatives strained every nerve, even to the point of risking being misunderstood, to save us from war. They showed the maximum of patience and forbearance. Up to the eleventh hour, and to the last minute of it, they strove unceasingly that peace might prevail. They even strove after they had been insulted by proposals of the most glaringly unscrupulous and insolent nature. And this forbearance, this tireless patience, they showed in order that, if any human means might avert the disaster of European war, it should be averted, Germany was determined. She believed she saw her chance of obtaining the mastery of Europe. With that dazzling bait before their eyes, the Prussian war lords decided that the bonds of honour and international decency were of no consequence, and should be broken. They broke them, and with every circumstance of arrogance,

cruelty, and destructive barbarity. Then, and not till then—not till the restraining bonds had been ruthlessly broken—for her honour's sake, for the sake of her loyal Allies, and for the preservation of her own integrity, Britain said: This thing shall not be.

Thus, then, we went into this war with absolutely clean hands, and a righteous cause. In all the history of all the wars that the world has known, it may be doubted whether any country ever entered upon war with cleaner hands, with less of aggressiveness, with more of honourable reluctance and forbearance, or with more of perfect righteousness of cause and motive, than accompany us to-day, in the fight we wage, with our Allies, against the overbearing and ruthless aggression of Germany. That is one of our great consolations; one ground we have for gratitude, pride and thankfulness.

The other is this obvious one: We do not stand alone. In no single sense do we stand alone, in this fight for our lives and our honour. Servia is with us; Belgium—gallant Belgium—is with us; Russia is with us; and our brave French friends are with us. Together, not alone, we stand for the cause of liberty, freedom, justice, humanity, and the civilization which altogether declines to tolerate the rule of blood and iron, the rule of military despotism. That is the other fact for which we may be supremely thankful.

Germany has long boasted the possession of the most perfect fighting machine, the greatest war organization in the world. It may be that this boast is better founded and nearer the truth than most of the assertions that have reached the world through her national megaphone, or publicity department. It is at least a very formidable and terrible destructive agent. That much is certain. It has been forty years in the making, and, by all accounts, for twenty years has been shaped for the destruction of Britain. All that may as well be admitted. It is glaringly apparent.

But her splendid war machine will not in the end save Germany. She may lack nothing in soldiery, drilled pitilessly into machine-like proficiency. But, in this titanic struggle upon which she has so wilfully and so arrogantly entered, Germany does lack one very important thing. It is not material, and it is not men. But it is a just cause. Her cause is one of wanton aggression; her fight was begun in dishonour, with the breaking of pledges, and the adoption of the tactics of mediæval barbarism; of sheer savagery, indeed. Germany has handicapped herself heavily in this. And the most cleverly concocted "news" for dissemination among the peoples of neutral nations, cannot permanently save her from the contempt and the righteous anger of all the more enlightened peoples of the world, apart from Britain and her Allies.

With right and justice on our side, we must ultimately triumph, we say; and the firm belief may well nerve our fighting arm; as it undoubtedly has done. But, while a just cause is a great source of strength, it is not of itself sufficient to bring victory. Further, every month, every day that Germany is left in possession of her immense engine of destruction must add to the toll of brave lives lost, of homes wrecked, and lands laid waste. Already, the Prussian war lords have destroyed the most treasured monuments of age-long effort, thrift, and loving care. By all the laws of humanity and progress, it is our part, with our Allies, to bring as speedy an end as may be to this insensate fury of destruction which Germany has loosed upon us. Germany seeks to destroy us, and our Allies. It is urgently necessary that, with as little delay as may be, we destroy for ever her terrible engine of destruction; as we would seek to destroy a plague germ, or a tiger escaped in a city street, or a mad dog. Germany's war machine is more deadly destructive than any of these things; and there can be no peace, no security, no progress, no more joy in life, no life worth having at all, while that deadly engine remains unbroken.

All this may be perfectly well understood without recapitulation here. Nevertheless, it is worth recapitulation.

Face to face with this grave and critical

position, the British people—a nation unlearned in the use of arms ; a people untrained for war—with one accord agreed to place the control of their military defences in the hands of the one man whom all believed to be the most able military organiser in the British Empire. That was clearly a wise step. Having taken it, all wise men agree that the next step was to avail ourselves to the utmost of the whole of this man's great ability, knowledge and skill, by giving him a perfectly free hand, by carefully avoiding anything which should hamper his activity or hinder his work, and by giving him all the assistance of which we are capable.

Tell us what you need, the nation said, in effect, to Lord Kitchener ; and if we are capable of producing it, you shall have it.

The soldier's reply was short, sharp, and to the point. He told us he wanted half-a-million more men, to be trained for active service. He has not got them yet ; but the nation is doing its best, and will undoubtedly accomplish what it has been asked to accomplish ; and, if need be, more, far more.

Meantime, there are millions of people in these islands who, in the present conditions, at all events, are not eligible for military service. But, though not eligible for the Army, the vast majority of these people most earnestly desire to help their country in any way they can. At

first, the wave of voluntary effort was so shapeless and diffuse as to be almost mischievous. Then, it began to take shape in different directions ; to cease to be an embarrassment, and, in some directions, to be of value. It could, at all events, provide funds, if not service ; and it did. Still the cry went up : " How can I help ? " And very many found no answer.

But an answer was even then in the making. When it came, its very obviousness and simplicity half bewildered some people, until they had thought it out.

You want to help. You have entrusted the military defences to Lord Kitchener. Only experts can help the Navy. Obviously, the thing to do is to help Lord Kitchener. What does he want ? He has told us that he wants eligible young men of a certain age. He wants half a million of them, as soon as he can get them. But we, who ask to be allowed to help, are over age, and many of us are women. We are not eligible. Therefore, how can we help Lord Kitchener ?

Enlist, if you can ; recruit, if you can't.

If you are able, offer yourself as a recruit. If you are not able, as a recruit, offer yourself as a recruiter.

The answer was so very simple that many looked doubtingly at it, for a while. But the more you think upon it, the clearer and more practical it becomes.

HOW TO HELP LORD KITCHENER III

The result of reflection upon it, of real comprehension of this solution, was the formation of a growing army of voluntary recruiters, and, as was inevitable, a resultant speeding up in the supply of the eligible men for whom Lord Kitchener asked. That is the essence and genesis of the voluntary recruiting movement, which has grown to be the biggest factor in the whole field of voluntary national service. In the London division, the authorities have wisely taken the movement under their wing, and given it direct official support and organization. Thus, to the would-be voluntary recruiter within the metropolitan area, the word is :—

Apply to :—

The Officer in Charge,
The Voluntary Assistance Department,
Recruiting Headquarters,
Great Scotland Yard, S.W.

To the would-be voluntary recruiter, outside the metropolitan area, the word is :—

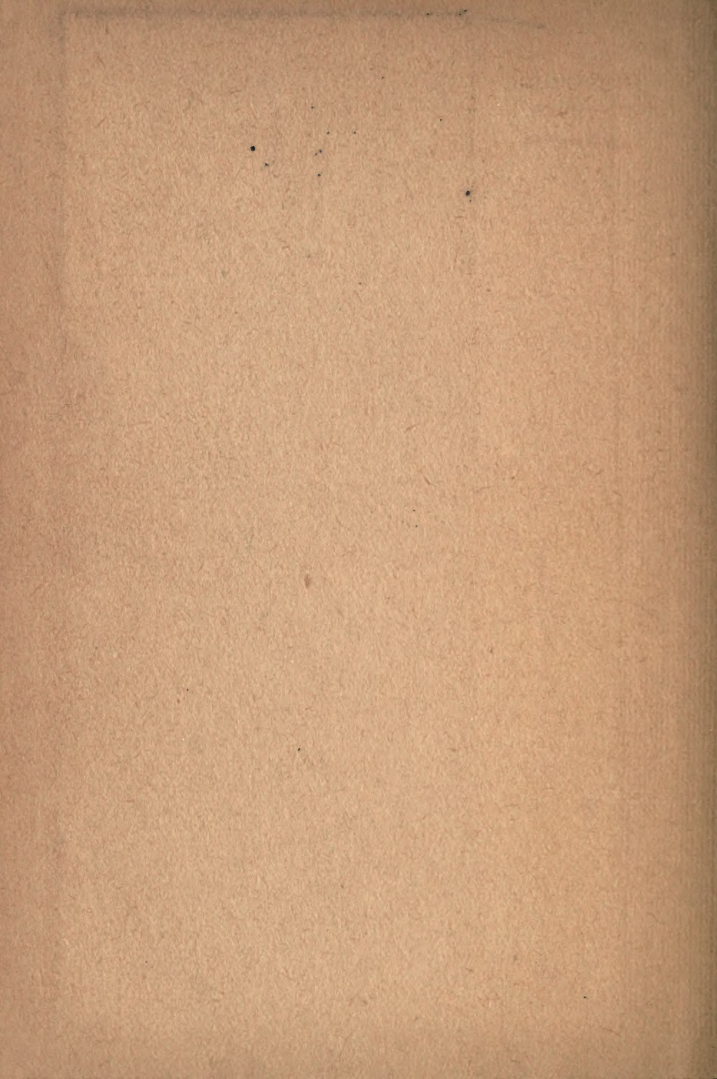
Go to the nearest Recruiting Station. Obtain particulars of the conditions of service in Lord Kitchener's New Army—not the old peace conditions. Study these, carefully. Set to work then, in your own locality, to induce all eligible men to enlist

now.

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When, on Saturday, September 12th, voluntary recruiters set to work to respond to the second special week-end appeal made to them, they had for their encouragement the knowledge that, already, their efforts had added between 4,000 and 5,000 men to the New Army. On September 10th, it was announced that three individual Standard Recruiters had, in nine days, added 276 men to the Army, although one of these three had then been at work only four days.

If he will be tireless in striving, and modest and tactful in his methods, the reader should find in this little book all that is needed to enable him efficiently to help Lord Kitchener. And if the reader finds that in it, the book will have served the purpose for which it was written.



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